

SEPTEMBER, 1964

THE INTERNATIONAL

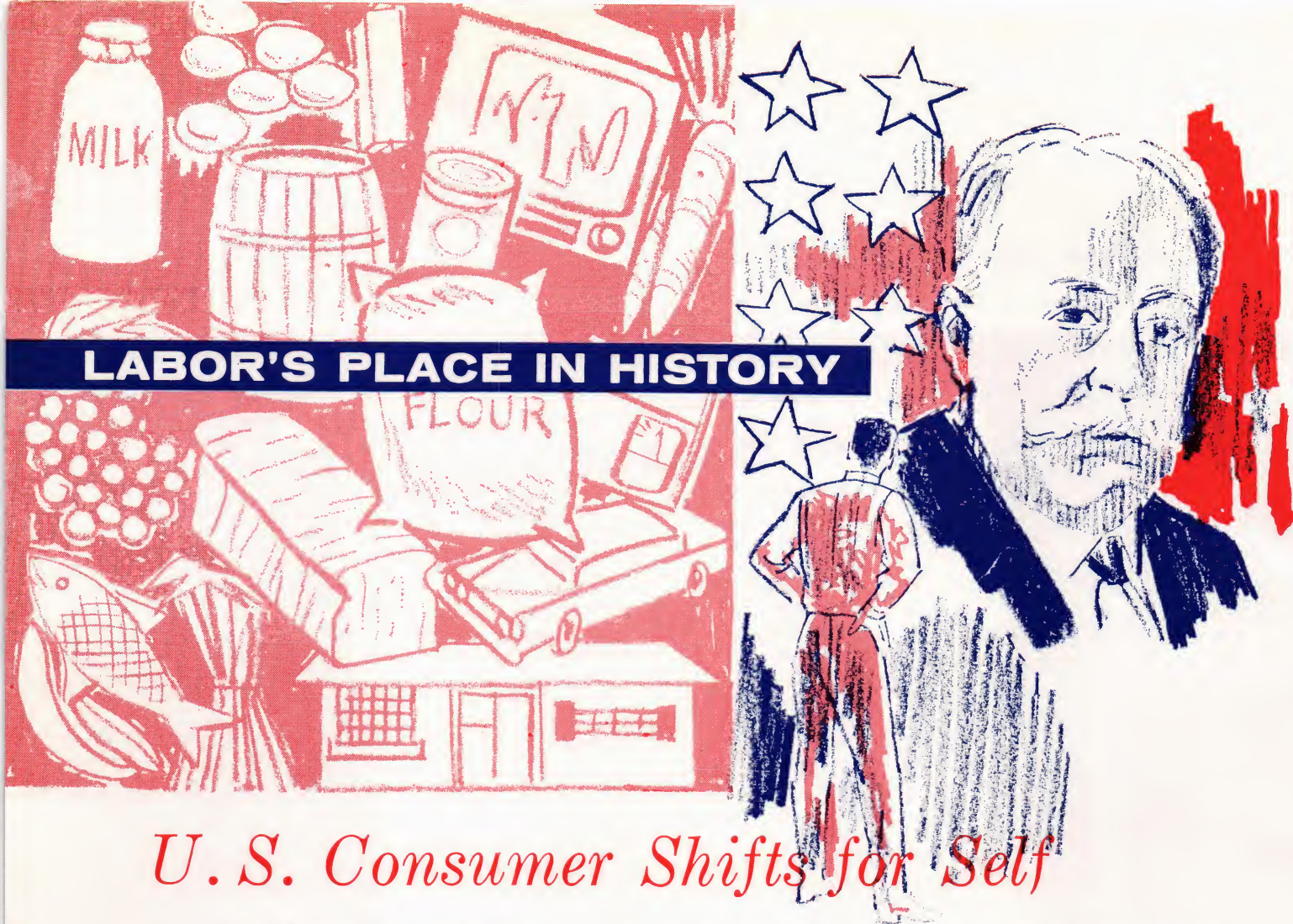
Teamster

DEDICATED TO SERVICE

VOTER REGISTRATION DEADLINES

| | |
|----------------|-----------------|
| Alabama | October 23 |
| Alaska | None |
| Arizona | September 21 |
| Arkansas | None |
| California | September 10 |
| Colorado | October 14 |
| Connecticut | October 10 |
| Delaware | October 17 |
| Florida | October 3 |
| Georgia | May 2 |
| Hawaii | October 13 |
| Idaho | October 31 |
| Illinois | October 6 |
| Indiana | October 5 |
| Iowa | October 31 |
| Kansas | October 13 |
| Kentucky | September 5 |
| Louisiana | October 3 |
| Maine | Varied |
| Maryland | September 21 |
| Massachusetts | October 2 |
| Michigan | October 12 |
| Minnesota | October 13 |
| Mississippi | July 3 |
| Missouri | Varied |
| Montana | September 18 |
| Nebraska | October 23 |
| Nevada | September 26 |
| New Hampshire | Varied |
| New Jersey | September 24 |
| New Mexico | October 5 |
| New York | Varied |
| North Carolina | October 24 |
| North Dakota | None |
| Ohio | September 23 |
| Oklahoma | October 23 |
| Oregon | October 3 |
| Pennsylvania | September 14 |
| Rhode Island | September 4 |
| South Carolina | October 3 |
| South Dakota | October 14 |
| Tennessee | October 3 |
| Texas | January 31, '64 |
| Utah | October 28 |
| Vermont | October 31 |
| Virginia | October 3 |
| Washington | October 3 |
| West Virginia | October 3 |
| Wisconsin | October 21 |
| Wyoming | October 19 |

Register TODAY!



U. S. Consumer Shifts for Self

One of the cruel, but true, political axioms is that the poor and oppressed have no one to lobby for them before the nation's lawmakers.

A best selling book recently pointed out that streets in the poor section of any town are not paved because the poor do not have effective political leverage.

This was once true of the working man. The only difference was that the working man was such a large oppressed group that the political system could not forever ignore his needs as it ignores needs of smaller and less articulate groups.

Thus it was in 1903 that labor received partial recognition at the Cabinet level with the creation of a dual department called the Department of Commerce and Labor.

And in 1913, the working man achieved an identity of his own at the Cabinet level when President William Howard Taft, as one of his last acts in office, signed into law a measure creating the Department of Labor.

The preamble of the act establishing the Department of Labor read:

" . . . The purpose of the Department of Labor shall be to foster, promote and develop the welfare of the wage earners of the United States, to improve their working conditions, and to advance their opportunities for profitable employment."

The political paradox of our times is that the largest and most articulate group in America — the consumer — is yet without recognition at the Cabinet level.

It wasn't until President Johnson appointed Mrs. Esther Peterson — under Secretary of Labor — to the post of Special White House Assistant for Consumer Affairs, that even token acknowledgement from the Federal Government had been given to American consumers in peacetime.

It could well be that the Special White House Assistant for Consumer Affairs is a forerunner to a Secretary of Consumer Affairs with Cabinet rank.

Perhaps such a Cabinet officer will implement a preamble such as:

" . . . It shall be the purpose of the Department of Consumer Affairs to promote the well being of the American consumer, protecting him against fraud and deceit in the marketplace, such as deceptive packaging, hidden interest charges, etc., etc."

Yet, the evidence is that such a short preamble would woefully fail to define all of the skulduggery which goes on in today's marketplace where today's union man engages in the crucial business of getting dollar-for-dollar value from those goods and services upon which he spends his union wages.

GENERAL EXECUTIVE BOARD

JAMES R. HOFFA
General President
25 Louisiana Ave., N. W.,
Washington 1, D. C.

JOHN F. ENGLISH
General Secretary-Treasurer
25 Louisiana Ave., N. W.,
Washington 1, D. C.

JOHN T. O'BRIEN
First Vice President
4217 S. Halsted St.
Chicago 9, Ill.

JOSEPH J. DIVINY
Second Vice President
25 Taylor St.,
San Francisco 2, Calif.

EINAR MOHN
Third Vice President
870 Market St.,
San Francisco 2, Calif.

HARRY TEVIS
Fourth Vice President
535 Fifth Ave.,
Pittsburgh 19, Pa.

JOHN O'ROURKE
Fifth Vice President
265 W. 14th St.,
New York 11, N. Y.

THOMAS E. FLYNN
Sixth Vice President
100 Indiana Ave., N. W.
Washington 1, D. C.

GORDON R. CONKLIN
Seventh Vice President
320 University Ave.,
St. Paul 3, Minn.

JOHN B. BACKHUS
Eighth Vice President
N. W. Cor. 11th and Chew Sts.
Philadelphia 41, Pa.

GEORGE E. MOCK
Ninth Vice President
1722 J St.
Sacramento 14, Calif.

MURRAY W. MILLER
Tenth Vice President
1330 N. Industrial Blvd.,
Dallas 7, Texas

HAROLD J. GIBBONS
Eleventh Vice President
25 Louisiana Ave., N. W.,
Washington 1, D. C.

ANTHONY PROVENZANO
Twelfth Vice President
707 Summit Ave.
Union City, N. J.

FRANK FITZSIMMONS
Thirteenth Vice President
2741 Trumbull Ave.
Detroit 16, Mich.

TRUSTEES

JOHN ROHRICH
2070 E. 22nd St.,
Cleveland 15, Ohio

FRANK J. MATULA, JR.
1616 W. Ninth St.,
Los Angeles 15, Calif.

MAURICE R. SCHURR
4345 Frankford Ave.
Philadelphia, Pa.

THE INTERNATIONAL Teamster DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

Vol. No. 61, No. 8

September, 1964

Teamster Executive Board Meets 6
Vice presidents reaffirm Hoffa's rights

William Conboy Dies on West Coast 9
Was dean of Teamster organizers

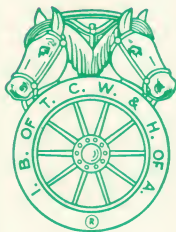
Sabbatical Leaves for Cannery Workers 10
Historic first won on West Coast

Central States Boosts Pension to \$250 11
Improvements okey'd by government

DRIVE to Resume Agent Workshops 15
Establish communications in politics

On Page 17, a SPECIAL REPORT

Lie Detector Discredited as Truth Machine



The International Teamster has an average monthly circulation of 1,506,608 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

Editorial material should be addressed to:
Teamsters Union, Office of Public Relations and Publications,
25 Louisiana Ave. N. W., Washington, D. C. 20001.

17 17

POSTMASTERS—ATTENTION: Change of address cards on Form 3579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 810 Rhode Island Avenue, N. E., Washington, D. C. 20018. Published monthly at 810 Rhode Island Avenue, N. E., Washington 18, D. C., by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in U.S.A. Subscription rates: Per annum, \$2.50; Single Copies, 25 cents. (All orders payable in advance.)



POSTMARKS

Noted Law Authority Calls For Probe of Hoffa Cases

(Editor's Note: The following are excerpts from a letter from Prof. Philip B. Kurland to Congressman Emanuel Celler and members of the House Committee on the Judiciary. Prof. Kurland is editor of the Supreme Court Review, is a former Assistant U.S. Attorney, served as law clerk to Justice Frankfurter of the U.S. Supreme Court, is known worldwide for his authoritative writings in the field of law, and is a distinguished member of the University of Chicago law school faculty.)

Dear Mr. Celler and Members of the House of Representatives Committee on the Judiciary:

At the request of Sidney Zagri, Legislative Counsel to the Teamsters, I have examined the record in the Chattanooga trial of James R. Hoffa.

That reading, along with other recent events, convinces me that the time has long since come when an examination of the prosecutorial practices of the Department of Justice is not only desirable but necessary.

Essentially, it seems to me that the problem that should be the subject of this committee's study is of two parts. The first would deal with the utilization of the Department of Justice to effectuate political ends. The second involves the means utilized by the Department to secure convictions especially in the cases with highly political overtones. The two

are not separate problems, but frequently coalesce, as in the Hoffa case.

... Political influence in prosecutions is an abomination ... and it is necessary to make the officer in charge of prosecutions responsible to the legislature. ...

As for the Hoffa case in Chattanooga, I need say only that Fred Cook's story in *The Nation* is accurate and responsible reporting from the record. That being so, his conclusion is irresistible: "Fundamental questions about the processes of justice were raised. These questions must be answered—and only Congress can probe the issues and answer them."

This is not the first time that the conduct of criminal prosecutions has become so notorious in some of its aspects that governmental investigation has proved necessary.

Over 30 years ago, the Wickersham Commission was created. It investigated the misfeasance of state law enforcement, at a time when the Federal Government's criminal business was relatively small. Its most shocking revelations were concerned with the utilization of the third degree. But one of its reports, *Unfairness In Prosecution*, may well serve as an outline for the study that should be made by this committee of the practices by the national prosecutorial system.

Equally relevant perhaps is one of the

still unfulfilled recommendations of the *Report On Prosecution*:

"(1) Elimination, so far as may be possible in our system of government, of political considerations in the selection and appointment of Federal district attorneys and prosecuting officers and of appointments based upon political activity or service."

I have previously submitted to Senator Wayne Morse and some members of the Senate Judiciary Committee—and have shown to some members of this committee—drafts of bills to remedy some of the evils that are included in the Wickersham list.

When one considers that Mr. Kennedy's vendetta against Hoffa started because of an alleged attempt to place a spy on the staff of the counsel to the McClelland committee, there is again irony in the fact that primary support for the Hoffa conviction in Chattanooga is attributable to a spy placed by Kennedy on Hoffa's legal staff.

The surveillance and breach of the attorney-client relation ... deserves a high priority on the list of matters calling for investigation. And not least among the subjects that should be considered is the problem of the paid witness, whether he be paid in cash, or by promise of exoneration from or limitation of prison sentence, or any other form of bribery. ...

I am suggesting to this Committee

that the time is ripe for another Wick-ersham study, this time into the methods of Federal prosecutors. . . . The study should be made regardless of whether the result will be to indict or exonerate the Department of Justice. If the former be the result, then the cancer may be excised and, hopefully, the body politic cured. If the latter eventuates, the country will be the stronger for having its faith in the most tender area of civil liberties bolstered. Nothing stands in the way but cost—and who is to say that either of the results is not worth a very high price indeed.

There is no good reason why the inquiry should not begin immediately. . . . So far as the Chattanooga case is concerned, the record is closed and the issues for appeal have been framed.

So far as the Chicago case is concerned, the jurors have been locked up and have no opportunity to see or hear any news reports relevant to Hoffa.

Moreover, the Attorney General and other Government officials have not maintained silence about Hoffa. This would certainly suggest that if a partisan in the litigation can speak and act, a

non-partisan body such as this committee should not be precluded from acting.

And one never knows how many more Hoffa prosecutions will occur under the current administration of the Department of Justice.

The time is now; tomorrow may be too late to begin the effectuation of the improvement of our system of criminal prosecutions. . . .

Sincerely yours,

(Signed) Philip B. Kurland,
Professor of Law,
University of Chicago

Dear Sir:

I have just returned from a 3,600 mile automobile trip with a travel trailer all around the midwest.

During that trip, I came in contract with a number of truck drivers, and I wish to express my appreciation and admiration to your Union for a fine group of men. They went out of their way on several occasions to be courteous to me and in some instances very helpful.

If you will publish this letter in your



"Mr. Willard, I've been here 40 years. It's time I was told what it is I'm training for."

national magazine. I am sure these maligned boys will know many people admire them.

C. A. Morschauser
Blackwood, N. J.

Aid Muscular Dystrophy



The first annual Milkman's Ball held in New York City for the benefit of Muscular Dystrophy Assns., of America, Inc., resulted in proceeds of \$6,143 to aid in the fight against the dread disease. Shown standing is John Kelly, president of Teamster Local 584, presenting the check to Maureen Connell, a 20-year-old dystrophic from Merrick, Long Island. Also taking part in the ceremony are Irving Wisch (standing), president of the Milk Handlers and Processors Assn.; MDAA's national poster children, Kerrie and Robbie Witaker, and Samuele S. Tagnesi (kneeling), a member of Teamster Local 584 and president of the Nassau chapter of MDAA. Also taking part were members of Teamster Locals 607, 602, and 757.

Teamster Saves Family of Four

James Baugh, a member of Teamster Local 238 in Cedar Rapids, Ia., recently was cited for taking part in saving a mother and her three children from drowning.

Baugh received the Red Cross certificate of recognition "for extraordinary person action."

Baugh and another man were on the scene last June when a woman and her three children aged 8, 2, and 2 months were trapped in a sinking car. The auto had been backed up to a lake shore to launch a boat from a trailer. The brakes failed to hold and the car rolled backward into the water. The mother quickly handed the baby to Baugh from a window as he plunged into the water alongside the car.

As the car began to sink, Baugh and the other man managed to get the doors open and pull the rest of the family to safety.

Moments later, the auto sank to the bottom in 20 feet of water.



Local 170 Gives 4 Scholarships

Teamster Local 170 in Worcester, Mass., has awarded scholarships worth \$500 each in tuition and fees to four children of members.

John W. Davis, Local 170 secretary-treasurer, said the scholarships went to Beverly, the daughter of John Blaine, a member of the Union since 1957; Marilyn, daughter of John Giblin, a member since 1941; Judith, a daughter of Jack Sullivan, a member since 1941, and Kevin, a son of George Demeritt, a member since 1953.

The scholarships are good at whatever college or university the youngsters choose to attend.

Teamster to Welfare Board

Joseph G. Biancardi, president of Teamster Local 97 in Newark, N. J., was named recently to the Essex County Welfare Board.

Biancardi succeeds a board member who resigned to run for Congress. He will be in office until April 1, 1966.

Charter Member Of Local 188 Dies

Richard Kinnaman, a member of Teamster Local 188 in Indianapolis, Ind., died recently after a lengthy illness.

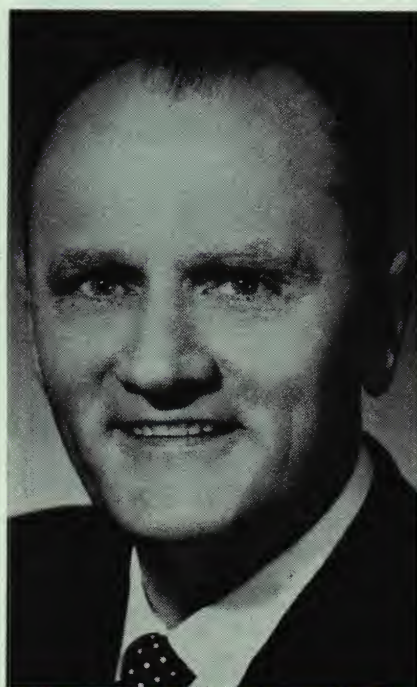
Kinnaman, widely respected as a staunch Teamster, had served the lo-

cal union as an officer for the past 16 years.

Mike Sawochka Dies in Gary

Michael Sawochka, a Teamsters Union member for 42 years and secretary-treasurer of Teamster Local 142 since 1941, died recently after a long illness.

Described in Local 142's publication as "one of those rare, old-time labor leaders who changed with the times—or, in Mike's case, changed



Michael Sawochka

ahead of the times," Sawochka's death prompted friends and acquaintances from around the country to send their regrets.

Through the years, Sawochka led negotiations in more than 700 contract talks in Lake and Porter counties of Indiana and in Cook county, Ill.

Member Elected Amvet Officer

Frank Meyer, a member of Teamster Local 600 in St. Louis, Mo., was elected Ninth District Commander at the Missouri Amvets state convention recently.

Bill Puhlman, a member of Teamster Local 618 in St. Louis, was elected deputy commander and also voted outstanding Amvet of the year in Missouri.

Members Win Back Pay Case

Two members of Teamster Locals 17 and 537 in Denver recently were awarded more than \$4,000 in back pay and reinstated to their jobs.

An arbitrator ruled in favor of the Unions' contentions that the members were fired unfairly. Floyd Moss got \$2,208 and Barbara Burr won \$2,043 from their employers.

It pays to have the protection of a union contract.

Officer Named To State Board

Robert M. Wagner of Teamster Local 267 in Portland, Ore., has been appointed a member-at-large to Oregon's Milk Audit and Stabilization Advisory Committee.

The Committee advises the State Board of Agriculture on policy matters affecting the dairy industry.

'Wings' Given To Air Driver

William Snell, a member of the International Brotherhood of Teamsters for 49 years and a steward for Locals 725 and 727 in Chicago for the past 19 years, recently received his wings.

Snell, senior driver for Continental Air Transport, was presented a wing clip by a stewardess in recognition of his having completed 50,000 trips with passengers to and from Chicago airports.

Dollar Values vs. Human Values

AS THE nation's union workers returned to their jobs from the mountains and from the beaches after the Labor Day weekend this year, they returned to jobs which pay decent wages, jobs which are secure from the whims of an employer, and jobs for which handsome fringe benefits are paid.

However, it was not too long ago that drivers of teams had to work long hours on the first Monday in September for small pay.

Sometimes, I suspect, we easily forget that through the unified work of the union we have reached our present level of wages and benefits which so far surpass those who labored long and hard in those days before Labor Day became a recognized national holiday.

While the working man and woman have long known the value of the dollar—it is a lesson well taught to one who labors for a living—it has taken a long, long time to teach employers the value of a human being, and in many, many cases the lesson has not yet been successfully taught.

The examples of how poorly employers have done their homework are many.

In the calloused pursuit of higher and higher profits, employers casually cast workers aside when a machine is developed to do that worker's job. Few consider what will happen to a worker so displaced. Yet, industry planners with the aid of computers can predict accurately down to the last penny what the introduction of automation into a plant will mean to the profit structure and to stockholder dividends.

This issue of the *International Teamster* deals at length with testimony before Congress which discredits use of the polygraph—the so-called lie detector—as a management personnel tool. Yet, the practice of subjecting workers to lie detector tests has become an industry itself.



Here again, it is a case of industrialists striving to establish even a clearer picture of dollar values. Through use of a discredited machine, they attempt to reduce employee thefts, they seek to pre-determine whether a person they contemplate hiring will ever seek union membership. Since the polygraph has no scientific value whatsoever as a "truth machine," the only result is to trample on the human values of the workers involved who often must tolerate such indignities because of their economic plight.

So wrapped up in dollar values are we that even when a bill is passed to aid that one fifth of our population which lives in poverty, the foremost consideration is the dollar value of the legislation—not the potential increase in human values which a more adequate bill would bring about.

Dollar value vs. human value has successfully killed medicare for the aged through social security. Private insurance companies, doctors, and the medical industry see medicare as a definite threat to the dollar value they enjoy from peoples' ills. This they do completely blinded to the human values involved.

Those few examples hardly scratch the surface of incidents in which dollar values stand supreme over human values.

So, on Labor Day, 1964, the problems of the working man were more sophisticated than on the first Labor Day. But the basic issue which still haunts those of us concerned about the social good, is:

Shall dollar values or human values ultimately prevail?

James R. Hoffa

STATE OF THE UNION



Teamster General President James R. Hoffa presides over the regular quarterly meeting of the IBT general executive

board which met last month in Miami Beach, Fla., to consider routine business of the union.

IBT General Executive Board Holds Quarterly Meet in Miami

THE GENERAL Executive Board of the International Brotherhood of Teamsters held its regular quarterly meeting in Miami Beach, Fla., last month, where it conducted the regular, routine business of the union.

A big disappointment was shared

by the nation's press, radio and television which hung in the wings hoping for evidence of dissension among the executive board members.

A report on the state of the union by Teamster General President James R. Hoffa was accepted unanimously

by the 13 area vice presidents and Secretary-Treasurer John F. English.

Hoffa's report to the board showed that all union business was up to date, despite Hoffa's long trial in Chicago where he maintained an office from which union affairs were kept current

from day to day.

The Teamster president reported that all major contracts have been signed, that membership gains thus far this year have amounted to over 54,000, and that the union's financial strength was never better.

Acting in individual capacities, the 13 area vice presidents and English released a statement to the press which struck a blow for the preservation of Hoffa's individual rights.

The statement declared that "we subscribe to the firm belief that General President James R. Hoffa should be afforded his full rights . . . in the lower courts, and we insist that he not be deemed guilty until he has exhausted these appeal rights which are granted to all citizens."

Assurance

The vice presidents and English declared that they issued the statement as a "means to assure our membership and the general public that no action will be taken to deprive (Hoffa) of such rights in any way, and to further assure them that we view this defense of democratic rights and basic civil liberties as the only proper, moral and responsible course open to us as American trade unionists, and reject any contention to the contrary."

International Union Vice President Harold J. Gibbons released the statement "because of continued, unfounded press and television reports of dissension among board members."

Hoffa at a later press conference confirmed that the statement was drafted without his knowledge and declared that the board's confidence in him was "deeply gratifying."

Support Resolution

The executive board—at its meeting in March, 1964—had adopted a resolution in which the board outlined its experiences in seeing labor leaders convicted in an atmosphere of "prejudice and emotion in lower courts, only to be vindicated when their cases were reviewed by appellate courts."

That resolution concluded by saying:

"Now, therefore, be it resolved that we, the members of the General Executive Board of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, do hereby declare our continuing faith in the stewardship of this International Union by James R. Hoffa and pledge him our continuing support against these and other publicized as-

Statement Of Teamster Executive Board Outlines Hoffa's Rights

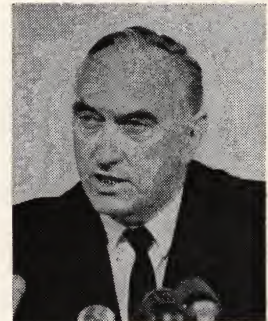
(Editor's note: The following statement was released to the press during the recent meeting of the International Brotherhood of Teamsters general executive board. It was drafted and released in the name of the 13 area vice presidents and Secretary-Treasurer John F. English, and reaffirmed the International Brotherhood's long-standing policy of adherence to individual rights.)



Hoffa

"No Dissension"

"Insist on Rights"



Gibbons

As members of the General Executive Board of the nation's largest union, we believe it is of urgent necessity to address the following statement to our members and to the public as a whole.

We have not been unmindful of our duties and responsibilities as officers of this proud organization in the past and are prepared now and in the future to take such measures as are necessary to continue to preserve its integrity and to fulfill its fundamental purpose.

We recognize that the welfare of this union must of necessity take precedence over the personal interests of any single individual in it.

However, as a free institution in a free, democratic society, there are larger obligations upon us, and one of these is to extend to each individual his fullest constitutional rights as a citizen and as a member.

We believe these rights to be vital, and they cannot be abrogated.

We therefore subscribe to the firm belief that General President James R. Hoffa should be afforded his full rights to appeal his conviction in the lower courts, and we insist that he not be deemed guilty until he has exhausted these appeal rights which are granted to all citizens.

Accordingly, we wish to take this means to assure our membership and the general public that no action will be taken to deprive him of such rights in any way, and to further assure them that we view this defense of democratic rights and basic civil liberties as the only proper, moral and responsible course open to us as Americans and as trade unionists, and reject any contention to the contrary.

EXECUTIVE BOARD

saults on his constitutional privileges and civil liberties."

The text of the statement released by the vice presidents at the recent meeting appears in full elsewhere in this issue.

Among the measures acted upon by the general executive board was approval of a proposal for affiliation with the International Union of the American Wire Weavers Protective Association. Formerly, these highly skilled workers who weave wire into devices used in the manufacture of paper were affiliated with the United

Papermakers and Paperworkers, AFL-CIO.

In addition, the executive board named a committee to work out final details of a "no raid" pact with the AFL-CIO Oil, Chemical and Atomic Workers international union.

The executive board also took the same action in regard to the Aluminum Workers International Union.

The affiliation of the Wire Weavers will result in the formation of a National Council of Wire Weavers which will be set up on the same basis as other trade divisions in the Interna-

tional Brotherhood of Teamsters.

A sad note in the affairs of the executive board was the announcement that William Conboy, Dean of Teamster general organizers, had died on the West Coast after being hospitalized for a long period with a broken hip suffered in a fall.

After standing for a minute of silence in respect to Conboy, the executive board adopted a resolution of respect and condolence. This resolution and the story of Brother Conboy's death appear elsewhere in this issue.



Above, David Previant, Teamster chief labor counsel, reports on labor legal complexities. Listening is IBT Vice President Harry Tevis. At right, Vice President Einar Mohn speaks to IBT executive board. Vice Presidents Joseph Diviny, George Mock, Murray Miller listen. Below Vice President Frank Fitzsimmons (right) makes a point. VP Golden Conklin studies the point.



Above, Vice President Provanzano talks to board while Vice President John O'Rourke surveys official papers. Below, Vice President Joseph Diviny (right) confers with Vice President John T. O'Brien. Standing by is Vice President John Backhus.



Wm. Conboy, Dean of Organizers, Dies after Fall on West Coast



William J. Conboy

William J. Conboy, dean of Teamsters Union organizers, died in San Francisco last month from complications following a broken hip suffered last April.

The 75-year-old Conboy, one of the oldest officials in the Union from the point of service, had been a Teamster 61 years and for the past 38 years had

served as a General Organizer on the West Coast.

The International Brotherhood of Teamsters' general executive board, meeting in Miami Beach, stood in a moment of silence when it learned of Conboy's death, and passed a resolution of respect which follows below.

A native of San Francisco, Conboy became a Teamster in 1903—a time when the average wage was \$2.50 for a 12-hour work day, excluding time spent grooming the horses and repairing the wagon.

He drove single and multiple teams hauling merchandise in the bay city and in 1916 became a business agent for Teamster Local 85. He later served in the same capacity at Teamster Joint Council 7 and played a major role in organizing and negotiating of the period.

Conboy was appointed a General Organizer for the International Union in 1926, a position in which he was active right up to his ill-fated fall last spring.

The resolution:

WHEREAS the development and progress of the International Brotherhood of Teamsters depends, in a large measure, upon the dedication of individuals who are devoted sincerely to aiding their fellow-man, and

WHEREAS the privilege of serving one's fellow-man and enabling him and his loved ones to achieve a greater share in this life's abundance comes to relatively few people, and

WHEREAS Brother William J. Conboy during his 61 years of membership in the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers contributed immeasurably to assisting working people within as well as outside our own union, and

WHEREAS the last 38 years of his life, as a General Organizer of this International Union, was focused on execution of policies that produced better wages, working conditions and an over-all improvement in the general welfare of this union's membership, and

WHEREAS all of us have experienced a deep personal loss in the untimely death of this close friend and beloved Brother, now therefore be it

RESOLVED that members of this General Executive Board of the International Brotherhood of Teamsters stand in a minute of silence and respect to our departed Brother, William J. Conboy, and be it further

RESOLVED that appropriate notice of our expression of sympathy and respect for our departed Brother as well as our appreciation of the contributions he made during his lifetime to the cause of enlightened trade unionism be conveyed to those who survive him.

New York Local Scores Triple NLRB Victories

Teamster Local 810 in New York City rolled up 3 impressive majorities in recent National Labor Relations Board representation elections.

Its current organization drive, in fact, has added 900 new members to the Local 810 in recent months, establishing it as the commanding metal fabricating union in the metropolitan area.

At Hunter Metal Products Co., in Patchogue, L.I., Local 810 won 65 of the votes as 24 were cast for an opposing union and 11 ballots were challenged.

At Main Steel Polishing Co., a metal fabricating plant in the Bronx, Local 810 took all 19 votes. After a short strike, a contract was signed for a general 45-cent hourly wage increase over the life of the 3-year agreement. Health and welfare, pension, and other benefits were also won.

Local 810 captured 80 per cent of the votes in a 3-way contest at Art-Lloyd Metal Products Co., in Brooklyn although the company had succeeded in barring the vote to 25 workers laid off on the eve of the election.

The Art-Lloyd shop had been under contract with the Carpenters Local for the past 17 years. Wages were as low as permitted by federal minimums and delegations of workers appealed to the Teamsters for help. Local 810 won 58 votes and Carpenters Local 3127 received 18.

● Grocery Agreement

Members of Teamster Local 544 in Minneapolis ratified a new 3-year contract with four of the major wholesale grocery firms in the Minnesota city, voting to continue a cost-of-living clause while rejecting an alternate proposal for fixed hourly cost-of-living raises in the next 2 years.

The agreement covers 850 Teamsters employed at Red Owl, Super Valu, National Food Stores, and May Bros., and guarantees wages gains of 10 cents an hour this year, 8 cents the second year, and another dime the third year.

Fred V. Snyder, Local 544 secretary-treasurer, said other gains included \$1 for both the Health and Welfare plan and Pension benefits. Each will be increased by another \$1 before the contract expires.

Teamsters Negotiate Another 'First'—Sabbatical Leaves for Cannery Workers

ANOTHER historic "first" has been chalked up by Teamster negotiators, this time an agreement providing paid sabbatical leaves for members employed in the California canning industry.

The 3-year contract negotiated by the Teamster California Cannery Council with the California Processors and Growers Assn., sets the pattern for similar contracts with independent canners of fruits and vegetables and will cover approximately 50,000 workers at the season's peak.

Besides the paid sabbatical leaves to spread employment, pensions for seasonal workers, and free medical examinations as well as dental care for Teamsters and their dependents, the contract provides a wage-increase package of 24 cents hourly. Eight cents is retroactive to last March 1, and equivalent amounts will be added on the same date in 1965 and 1966.

Michael Elorduy, secretary-treasurer of the Teamster California Cannery Council, commented:

"By establishing sabbatical leaves, the canning industry acknowledges its responsibility for the displacement of workers by machines. This unprecedented step will have the effect of creating 5,000 weeks of work each year for people who otherwise would be made jobless through no fault of their own."

The agreement provides for employer-payment beginning next March 1 of 2 cents per hour worked into a trust fund to underwrite sabbatical leaves of 10 weeks, plus usual vacation time, to eligible regular employees.

It is anticipated that about 500 Teamsters will qualify annually for the sabbaticals which will go into effect in 1966. Details of the eligibility for the extended leaves have yet to be worked out, but it is expected that an employee will be in line for a sabbatical after 15 years on the job.

Peter A. Andrade, chairman of the Western Conference of Teamsters Cannery Council, commended the

committee for "an excellent job in gaining these social welfare benefits for the people they represent."

Andrade also complimented the California canning industry leaders for recognizing their responsibilities in regard to automation.

Besides the historic sabbatical feature, the new contract guarantees—for the first time—8 hours' pay each time an employee is called to work. It also guarantees that members will enjoy year-round hospital-medical insurance to all regular workers, even during periods of layoffs.

Furthermore, the benefits are transferable in case a member should switch employers.

Vacation schedules were improved to provide a maximum of 4 weeks after 20 years' on the job—thus making it possible for a member to enjoy a total of 14 weeks off counting sabbatical pay.

Details of benefits going into effect next March 1 include:

—Employer payment of 1 cent an hour worked into a trust fund to provide medical examinations for workers and dependents. This entails purchase or lease of mobile laboratories and hiring of staffs to give the exams at canning plants and on week-ends or holidays to their families at centrally-located points.

—Employer payment of \$8.65 monthly for each regular employee who worked at least 80 hours in the preceding calendar month to provide dental care for the Teamster and his family.

—Employer payment (retroactive to last March 1) of 7½ cents for each hour worked to provide pensions for seasonal workers. An estimated 20,000 seasonal workers will benefit. Contributions toward pensions for regular employees increased by 5 cents to a total of 20 cents monthly permitting qualifying workers who retire as much as \$180 monthly.

In addition to Elorduy, the Teamster negotiating committee consisted of: Jack Dillon, chairman, of Local 601 in Stockton; George Cole of Local 857 in Sacramento; Manuel Castro of Local 678 in Hayward; Edward Felley of Local 679 in San Jose; Vern Pankey of Local 750 in Oakland; H. G. Torreano of Local 748 in Modesto; John McLaughlin of Local 94 in Visalia; Roy Ross of Local 849 in Oroville, and Harry Polland, Council economist, served as consultant.



Signing into history another pioneering step in collective bargaining, this time for Teamster cannery workers, were (left to right): Seated—Michael Elorduy, secretary-treasurer of the Teamster California Cannery Council; Harry Polland, Cannery Council economist; Frank Maestri, president of the California Processors and Grower's Assn.; John Dillon, president of the Council; Standing—Einar O. Mohn, director of the Western Conference of Teamsters; Peter A. Andrade, chairman of the Teamsters Western Cannery Council, and John Bristow, executive secretary of the Processors and Grower's Assn.

Model Plan

Central States Pension Boosts Maximum Benefit to \$250 Monthly

GREATLY IMPROVED benefits are assured as a result of alterations in the Central States, Southeast and Southwest Areas Pension Fund — changes okayed by the trustees last March and approved recently by the Internal Revenue Service.

A maximum pension benefit of \$250 monthly is now possible under the revised Teamster plan according to Francis J. Murtha, executive secretary. The increase went into effect last Feb. 1.

Murtha said the maximum pension benefit is applicable to affiliated members retiring at the age of 57. The \$250 a month is good for 60 months with \$110 payable monthly thereafter for so long as the pensioner survives.

Also, said Murtha, the new benefit is payable only when the member's last employer is contributing into the Trust Fund under a collective bargaining agreement providing for contributions at the rate of \$7 per week for 2 years and is committed to \$8 per week 2 years later—or if the last employer is committed to pension premium payments of \$5, \$6, \$7 and \$8 on a progressive basis over a 3-year contractual period.

Age 50 Retirement

It is possible for a Teamster covered by the Pension Fund to retire early at the age of 50.

In that case, the member must have had 20 years of service as an employee in the Teamster industry—or he may retire at any age if he has 30 years' service in the industry.

Other conditions for early retirement, said Murtha, include a requirement of at least 3 years' service under a collective bargaining agreement with at least 80 weeks payments into the fund on the member's behalf. Also, the Teamster must be in an employee classification status at the time of retirement.

In case of disability, it is possible for a member to receive a monthly pension of \$100 for the duration of his disability along with his Social Security disability pension.

If permanently disabled, the member can receive \$100 per month for the rest of his life.

Murtha pointed out that if the Disability Pension is paid, the member will not then be entitled to the Lump Sum Disability Benefit. He cannot receive both.

The Pension Fund's Death Benefit of \$1,000 upon the death of a pensioner and \$500 in the event of the prior death of the wife (or husband) of a pensioner, will also apply to the members on Disability Pension.

To Qualify

To qualify for a Disability Pension, the member must meet the following conditions:

—Have 15 years' service as an employee in the Teamster industry.

—Have 3 years' service under a collective bargaining agreement.

—Have at least 80 weeks' payments into the Pension Fund on his behalf.

—His last employer must have contributed for him under an agreement providing for payments of at least \$5, \$6, \$7 or \$8 over a 3-year period.

—Become disabled prior to the age of 62 and remain disabled for 6 months.

—Be entitled to disability benefits

Central States, Southeast and Southwest Areas Pension Fund*

| Year | Number of Members Covered |
|----------|---------------------------|
| 1957 | 135,000** |
| 1958 | 142,617 |
| 1959 | 153,349 |
| 1960 | 172,564 |
| 1961 | 169,139 |
| 1962 | 172,905 |
| 1963 | 198,796 |
| 1964**** | 208,737 |

* Fund was negotiated in 1955, effective at end of 1957.

** Estimated.

**** To date.

payable under Title II of the Social Security Act as evidenced by a Certificate of Social Insurance Award.

A Survivor Pension for 5 years is possible where the wife or husband or dependent children under age 23 are eligible to receive \$135 a month.

Death must have occurred prior to the Normal Retirement date of age 57 and 20 years' service or within 5 years after the member has retired at an early retirement date (at least

SCHEDULE OF EARLY RETIREMENT PENSIONS

Employer Contributes Over a Three Year Period at

| Age at Retirement | \$5-\$6-\$7-\$8 | | \$3-\$4-\$5-\$6 | | \$2-\$3-\$4 | | \$2 | |
|-------------------|-----------------|------------|-----------------|------------|---------------|------------|---------------|------------|
| | First 5 Years | Thereafter | First 5 Years | Thereafter | First 5 Years | Thereafter | First 5 Years | Thereafter |
| 56 | 225 | 100 | 180 | 81 | 122 | 63 | 81 | 21 |
| 55 | 200 | 90 | 160 | 72 | 108 | 56 | 73 | 19 |
| 54 | 180 | 80 | 145 | 65 | 98 | 51 | 66 | 17 |
| 53 | 160 | 72 | 130 | 59 | 88 | 46 | 59 | 15 |
| 52 | 145 | 65 | 115 | 52 | 78 | 40 | 53 | 14 |
| 51 | 130 | 57 | 100 | 46 | 68 | 35 | 47 | 12 |
| 50 | 115 | 50 | 90 | 41 | 61 | 32 | 41 | 11 |
| 49 | 100 | 45 | 80 | 36 | 54 | 28 | 37 | 10 |
| 48 | 85 | 40 | 70 | 32 | 47 | 25 | 33 | 9 |
| 47 | 75 | 35 | 60 | 27 | 41 | 21 | 29 | 8 |

Central States, Southeast and Southwest Areas Pension Fund

| Year | Member Pensions Approved |
|----------|--------------------------|
| 1957 | *** |
| 1958 | 1,843 |
| 1959 | 1,105 |
| 1960 | 1,872 |
| 1961 | 2,497 |
| 1962 | 3,208 |
| 1963 | 4,384 |
| 1964**** | 1,718 |

*** First pensions went into effect in 1958.

**** To date.

age 50 and 20 years' service or at any age and 30 years' service).

Other requirements affecting the

Central States, Southeast and Southwest Areas Pension Fund

| Year | Maximum Pension Benefits |
|----------|--------------------------|
| 1957 | \$90 |
| 1958 | \$135 |
| 1959 | \$135 |
| 1960 | \$135 |
| 1961 | \$200 |
| 1962 | \$200 |
| 1963 | \$200 |
| 1964**** | \$250 |

**** To date.

Survivor Pension include that of 3 years' service under a collective bargaining agreement and at least 80

Central States, Southeast and Southwest Areas Pension Fund

| Year | Assets of Pension Fund |
|----------|------------------------|
| 1957 | \$23,606,216 |
| 1958 | \$38,971,489 |
| 1959 | \$61,333,110 |
| 1960 | \$88,470,249 |
| 1961 | \$125,905,910 |
| 1962 | \$169,354,269 |
| 1963 | \$213,389,485 |
| 1964**** | \$264,051,856 |

**** To date.

weeks' payments into the Pension Fund on the member's behalf.

Provisions for a Survivor Pension after Normal Retirement permit a monthly sum of \$250 payable for 60 months to the surviving spouse if the death occurs during active employment but after the Teamster has become eligible for a Normal Pension.

If the death occurs after the member has retired on a Normal Pension

but before all 60 monthly payments of \$250 have been received, that sum will be paid monthly for the remainder of the period to the surviving wife or husband.

Murtha explained that the Survivor Pension after Normal Retirement is payable in lieu of the Death Benefit after retirement. The beneficiary cannot receive both a Survivor Pension and a death Benefit after Retirement.

Teamster Brewery Agreement Lauded by Industry Magazine

An agreement negotiated by the Teamsters Union and 5 major breweries in New York City has received high compliment from the major voice of the brewing industry as a "promising approach" to easing the cutback in jobs brought about by automation.

American Brewer, the foremost publication in the industry, published a full-page editorial on the subject of labor-management disagreement over specific working conditions and benefits at breweries across the land.

It pointed out that technological advances in the industry have upset the work structures, and "some way must be found to accommodate the pressures which demand that the dignity and income of the man be maintained despite the loss of his function—and the necessity of the brewing industry to embrace the techniques of automation as the only possible hope for their economic survival."

American Brewer cited the recent contract settlement in New York—"where labor and management agreed on an incentive program for early retirement"—as a promising approach to softening the job-killing effects of automation.

It continued:

"Details of the agreement should be studied by brewery managements. The program . . . is incorporated in a 3-year labor contract ratified by Locals 3 and 46 of the International Brotherhood of Teamsters. The contract is with the 4 member breweries of the Brewers Board of Trade—Liebmann, Ruppert, Schaefer, Schlitz—and a non-member, Piel Bros.

"In brief, the new contract provides that any worker 65 years of age or over who retires in the first 2 years of the contract will receive payment of \$100 a month for 3 years, up to a total \$3,000 above pension payments.

"Any employee 60 to 65 years old who retires will receive \$127 a month—the same amount as the maximum paid today under Social Security at age 65—until he is 65, or until he has received at least \$3,600. Pension fund payments by employers were increased to permit payment at age 65 to \$7 per month for each month of credited service to the industry.

"The basic minimum wage was increased for all hourly rated employees. Improved vacation security programs provide extra benefits if employees retire with security vacations coming. Blue Cross benefits were expanded.

"The agreement was ratified overwhelmingly by labor.

"This is undoubtedly not the final—nor best—agreement in the compromise climate both labor and management must live in, but it does signify acceptance by both responsible groups that the problem exists—and must be met—without strike or strife.

"Willing or otherwise, automation is a fact of life in brewing. Those who do not face facts merely delay the inevitable."

● St. Louis Dairy Pact

More than 1,600 members of Teamsters Local 603 in St. Louis, Mo., have ratified a new 3-year agreement with dairies in the St. Louis area.

William Godfrey, Local 603 president, said the agreement was a local addendum to the 5-year master dairy agreement negotiated by the Central States Conference earlier this year.

In St. Louis, the contract provides for \$2 weekly pay raises, uniform wage rates, and 6 paid holidays for all members employed as milk and ice cream drivers, office employees, and inside workers at the dairies.

Community Service

Teamster Affiliates Turn to Scholarships To Assist Nation's Youth

TEAMSTERS UNION affiliates more often are turning to scholarship programs as a way of making valuable contributions to community service.

One of the latest affiliates to enter the scholarship field is the Western Conference of Teamsters which has established a program providing four grants annually to deserving students.

The Conference aim is typical of the numerous Teamster groups that have set up such plans, and in a circular sent to more than 3,000 high schools within the Conference jurisdiction, it was stated:

"The Western Conference of Teamsters recognizes the need for higher education and has consistently advocated that students continue their pursuit of learning beyond high school.

"For this reason, we have established a scholarship program to encourage children of Teamster families residing within the confines of the Western Conference of Teamsters to further their educational endeavors by attending a college or university.

"We are hopeful that this program will enable sons and daughters of our members to become better citizens and enhance their opportunities by developing the talents that will make them leaders in their respective communities."

The fact that the scholarship plan restricts candidates to sons and daughters of Teamsters members in good standing is no drawback inasmuch as there are, in round numbers, some 350,000 members affiliated with the Western Conference. That means there are a lot of youngsters eligible to take part in the program.

Unlike numerous non-Teamster scholarships that are offered across the land by big business foundations, religious groups, etc., there are no restrictions upon what school the Teamster youngster shall attend or what course of study he shall pursue.

The only requirements are that the youngster be a scholar, of course, and that he shall attend an accredited college or university offering a degree to undergraduates after a 4-year curriculum.

A Scholarship Committee composed

of high school and college educators will select the fortunate youngsters who will receive \$500 annually toward tuition and fees—in other words, a \$2,000 grant.

A determining factor, as in all scholarship plans, is the student's scholastic aptitude score following a test by the College Entrance Examination Board.

Students interested in the Western Conference of Teamsters Scholarship Program can get more detailed information by contacting their high school counselor of the Teamster local union office within the Western Conference jurisdiction which includes all or parts of 16 western states and 4 Canadian provinces.

The same procedures and requirements apply generally to other Teamsters Union affiliates with scholarship programs.

Teamster Local 170 of Pittsburgh awards four scholarships of \$500 each annually. Local 928 in Los Angeles gives a scholarship worth \$500 every year to a student studying a 4-year course. Local 353 provides a pair of \$1,000 scholarships annually for deserving youngsters of Teamster families.

Teamster Local 827 in St. Paul,

Minn., has a scholarship program offering a pair of grants worth \$500 each for students over a 4-years period—amounting to \$2,000 scholarships.

International Vice President Tony Provenzano has set up a scholarship fund in memory of his mother providing 4 grants a year, and Teamster Local 830 offers a pair of scholarships.

Several other Teamster affiliates have been discussing such programs in recent years. Some make different contributions to education for youngsters such as that made by Teamster Joint Council 81 headquartered in Omaha, Neb.

The Council last year contributed \$5,000 to Creighton University to help expand the school's program of loans to deserving, needy students.

Other Teamster affiliates have helped school bands in a financial sense by providing transportation, uniforms, and so forth.

Teamster scholarship plans unquestionably remain the finest contribution, however, to the youth and welfare of communities in which they reside.

Like highway safety, flood rescue, and other efforts participated in by Teamsters Union members, the study grants are enthusiastically received and put to good use.

Whirlpool Pact Okayed



Members of Teamster Local 827 in St. Paul, Minn., are shown at a meeting where they ratified by a 6-to-1 margin a new agreement with RCA-Whirlpool Corp., manufacturers of home appliances. The contract covers 1,000 members and extends to July 23, 1967. Donald G. Heil, Local 827 secretary-treasurer, said the agreement provides a wage gain of 6 cents hourly the first year, and 5 cents an hour in the second and third years. Other gains included improvements in the pension plan and an upgrading of various skills.

New Jersey Teamsters Sponsor 'Kiddie Day' for 16,000

MORE THAN 16,000 children were happy guests of New Jersey Teamsters at the Fifth Annual Teamsters Kiddie Day held for youngsters from orphanages, homes for the blind, and other institutions at Palisades Park, N.J., in mid-August.

The event was handled by a Rank-and-File Kiddie Day Committee from affiliates of Teamster Joint Council 73. The sponsor was International Vice President Anthony Provenzano, president of the Council.

A gala day full of food, games, and rides was enjoyed by the children who came to the famous amusement park by busloads and in car caravans. They were greeted with strips of "ride" tickets good for the day.

Teamsters escorted the youngsters everywhere and kept them well stocked with cotton candy, popcorn, hot dogs, ice cream, and all the offerings of the carnival.

Kiddie Day is made possible annually by voluntary contributions from members affiliated with Joint Council 73, and also contributions of ice cream and toys from various companies.

Children of all races, creeds, and colors take part in the event. Provenzano commended the committee and added:

"I'm sure nothing can equal the pleasure we all got from watching those youngsters have the time of their lives."

● Teamster Newspaper

Another Teamster affiliate, this time Local 142 in Gary, Ind., has begun publishing a newspaper. Local 142 has more than 7,000 members.

Called "The Teamster" until a formal name is selected by contest, the publication is scheduled for monthly distribution.



International Vice President Anthony Provenzano helps youngsters onto a cart ride at the Fifth Annual Teamster Kiddie Day sponsored by Joint Council 73.

Teamsters Help Children



Leroy M. Griffin (left), president of Teamster Joint Council 62 in Baltimore, Md., is shown presenting a check for \$1,375 to Frank Hennesey of the board of directors for the Baltimore League for Crippled Children and Adults. The presentation was made between baseball games at a Teamsters Night in Memorial Stadium. The check represented the Teamsters' share of proceeds from ticket sales.

● Ready-Mix Contract

Four Teamster local unions have signed a new 2-year contract covering 600 Teamsters working in Alameda and Contra Costa counties for members of the Northern California Ready-Mix Concrete and Materials Assn.

Wage gains of 35 cents an hour along with fringe increases of 18 cents an hour were won in the agreement.

The contract includes a dental care plan for Teamsters and their families, increases in Health and Welfare and Pension programs, and improved vacation benefits.

Negotiations were headed by E. F. Heaney of Local 78, Joe Sawyer of Local 291, and Frank Farror of Local 853 in Oakland, and Dick Simon of Local 315 in Martinez.

They were aided by International Vice President Joseph Diviny, National Construction Division Director Tom Owens, and Jack Poteet, director of the Western Conference of Teamsters Construction Division.

BA Workshops

DRIVE to Resume Popular Educational Workshops

DRIVE's series of Business Agents Educational Workshops, which have been stirring great interest in political affairs at the grass roots level, will be resumed soon after Labor Day, according to an announcement by Teamster President James R. Hoffa.

DRIVE (Democrat, Republican, Independent, Voter Education) is the International Brotherhood of Teamsters' political and legislative arm.

Designed to stimulate the need for and to improve both internal and external communications in the political battle for trade union survival, the workshop series has received a tremendous acceptance thus far among among Teamster local union business agents.

Says Hoffa of the workshops:

"Trade unions—as we know them today—will fade out of the picture unless trade unionists plan for the future. A major part of this planning must be done in the field of communications.

Talk Politics

"The business agent must be able to intelligently talk politics with his membership. The membership must be able to talk to the business agent. If we don't develop our ability to do this, we're finished. That's what we're working at in these workshops," Hoffa declared.

"It is a matter of setting up clear channels of communication all the way up and down the line," says DRIVE Executive Director Sidney Zagri. "We work hard to get our main points across in the workshops. Then the business agents can take them to their shop stewards who, in turn, can get the machinery started for effective political organization at the precinct level."

Four men and a machine are the star performers at the business agent workshops.

Dr. Bernard Goldner, nationally known political lecturer, opens the three-day sessions with a call for what he calls "creative thinking," to solve problems—the more ideas "we come up with, the more likely we are to

find solutions. We used to open up heads to get an idea across. Now, the idea is to open up men's minds," Dr. Goldner says.

Herbert Ragsdale, audio-visual consultant, explains the use of modern communication tools. These include posters, films, film strips, slides and other devices, all available to business agents.

James Simpkins, DRIVE field representative, describes the work of the Teamsters and DRIVE at the local precinct level. He cites examples of how such local level work has paid off in the election of local and national figures friendly to the cause of organized labor.

DRIVE Executive Director Sidney Zagri presents the workshop with a discussion of the national power structure in politics, analyzes how the power structure operates, and reviews the problems it presents for the Teamsters and DRIVE. He also explains how the machinery of Congress functions and how this affects trade unionism.

Those are the men, and the machine is the Courier—a portable, lightweight tool described as a combination radio, television, film projector and animated sound message machine.

"The Courier provides an answer to one of the major problems of the business agent. That problem is—how does the business agent communicate with the membership?" Zagri explains.

Carry the Message

"No longer is it necessary to wait for meetings with local memberships and then worry because of lack of attendance. The BA can leave his Courier with the shop steward, and the steward can carry DRIVE's political and legislative message to coffee breaks, small groups, anywhere," Zagri declares.

Currently, three animated sound strips are being used. They are called: "Why DRIVE?"; "The Battle of Precinct 10"; and "The Problems We Face."

Other embellishments of the DRIVE Business Agent Workshops include:

—A speaker from the local area to discuss local political, economic and legislative goals and problems.

—Mobilization of business agents and members of DRIVE Ladies Auxiliaries into educator units to demonstrate the art of letter writing, membership campaigns, and other such activities so important to the total success of any DRIVE program.

—Sociability, time to relax and get to know those of the local unit with whom one will be working to make labor and the Teamsters a more effective political unit.

There's Hope For Doctors

Not all the members of the American Medical Assn., are against the medicare bill before Congress.

Dr. Caldwell B. Esselstyn of Hudson, N. Y., recently testified before the Senate Finance Committee saying that despite AMA opposition there are hundreds of doctors in the country that favor legislation to provide medical care for the aged under Social Security.

He said that more than 1,000 physicians had informed his group — Physicians Committee for Health Care for the Aged Through Social Security — of their support.

Dr. Esselstyn, who complained incidentally about the AMA's lack of democracy, denied that enactment of the bill would drastically affect the doctor-patient relationship.

He said: "It is hard to understand how the source of payment of a hospital bill . . . will modify the ability of a doctor to convince a patient of his interest or to command a patient's respect."

Zagri Tells Democrats - - "Revitalize Bill of Rights"

Sidney Zagri, legislative counsel for the International Brotherhood of Teamsters, has called upon the Democrats to forcefully spell out in their 1964 platform a complete revitalization of the Bill of Rights.

Zagri testified before the platform committee of the Democratic National Committee during the committee's hearings in Washington, D. C., prior to the party's Atlantic City convention.

Zagri recommended to the platform committee that all appropriation bills passed by Congress should contain a rider outlawing the use of electronic devices. He further recommended that the use of eavesdropping devices by public and private agencies should be outlawed.

Zagri pointed out that "today virtually nothing in the Constitution, except the Bill of Rights, effectively limits government power in any field. However, the Bill of Rights has not grown to the same extent as grants of power to governmental agencies."

He particularly assailed growing government use of electronic instruments as "aids to government snooping." He cited the growing concern of Congressional leaders with this prob-



Sidney Zagri

"... outlaw eavesdropping"

lem. Also reported by Zagri was the use of 90 wire-taps by Attorney General Kennedy in defiance of Section 605 of the Federal Communications Act.

Zagri stated that "legislative attempts to infringe the Bill of Rights continue to increase. Much of this has been initiated by the Department

of Justice under the guise of fighting crime."

Zagri made the following recommendations to the platform committee:

1) Wire-tapping and eavesdropping should be condemned as essential tools of the police state.

2) The following remedial action should be taken: All appropriations bills should contain a rider outlawing the use of electronic devices.

3) The use of eavesdropping devices by public and private agencies should be outlawed.

4) Section 605 of the Federal Communications Act should be amended which would outlaw not only divulgence, but the actual passage of communications.

He further recommended that Congress launch a Wickersham Commission-type of investigation to improve administration of criminal justice with special emphasis on the conduct of the prosecutor and the Constitutional rights of the defendant. He noted that the GOP 1964 Platform called for a Congressional investigation of abuses of power by the Department of Justice.

Trial by Press

Zagri then urged that practice of government issuing press releases, in conjunction with indictments or planting stories detrimental to the defendant in magazines and newspapers be condemned as an undue interference with the defendants' rights to a fair and impartial trial as guaranteed by the Sixth Amendment. He recommended proposals requiring a new trial because of publicity interfering with jury deliberations.

Zagri stated that the War on Poverty should be placed in the hands of the veterans of the War on Poverty—the trade union leaders—who have been fighting this battle "all their lives."

Zagri further stated that "the real war on poverty must be fought in terms of expanding the scope and influence of the trade union movement; in organizing the unorganized and thus raising the standards of millions of presently unprotected people. It must be fought by farmers who are imbued with the philosophy of the national farm organization—namely, bargaining collectively with processors and middle men for a fair share of the agricultural economy pie. It must be fought by legitimate consumer groups who will resist arbitrary hikes and prices."

New York Rodeo Winners



Teamsters from 3 different local unions captured first-place honors in the various divisions of the New York State Rodeo sponsored recently by the Empire State Highway Transportation Assn., Inc. Shown at trophy ceremonies are (left to right): Horace Ireland of Local 317 in Syracuse; Carmello Poliandro of Local 240 in New York City; Norman Forman, president of ESHTA, making the presentation; Richard Wilkie of Local 707 in New York City, and Ervin Whack of Local 240. Ireland, Poliandro, and Whack all drive for Branch Motor Express, while Wilkie drives for Mason & Dixon Lines.

Lie Detector Discredited

Expert Testimony Lays Bare Fallacy of Polygraph as Instrument To Determine Truth

WHEN the recent meeting of the Eastern Conference of Teamsters passed a resolution rejecting use of the polygraph (so-called "lie detector") as a personnel tool, the Conference performed a service for all Americans.

The resolve stated:

"No members shall be required to submit to polygraph testing at any time."

Speaking on behalf of more than 500,000 Teamsters, the pioneering resolution signaled the ultimate end of any employer programs to force members into the ordeal of having their honesty calibrated by mechanical farce.

More broadly speaking, it was the first time a major block of Americans expressed resentment for this type of invasion of personal privacy.

At a time when such invasions—wire-tapping, room-bugging and all the rest—seem to be winning support of over-zealous or vindictive government officials, the Teamster resolution embodied a bold counter-attack on such disregard of civil privacy.

The resolution, in short, reaffirmed the constitutional rights of all United States citizens. It asked also that Teamster affiliates open a legislative fight to outlaw use of the polygraph as a "lie detector."

The Eastern Conference declaration

of war on the polygraph was the first solid reaction to hearings held last Spring before a subcommittee of the House Committee on Government Operations.

Scientists, private polygraph practitioners, and government witnesses all testified before the subcommittee.

While the hearings basically were considering the use of polygraphs as

"lie detectors" by federal agencies, the alarming story that unfolded got skimpy reception in the news media—with the exception of endless statistics about widespread utilization of the machine in the federal government.

Most importantly, the hearings left little doubt that the polygraph is more of a medical instrument than it is a spade for the conscience. It can measure and chart blood pressure, pulse rate, respiration, palm sweating, and muscular activity. It cannot measure truth or falsehood.

The transcript of the testimony given before the subcommittee is the most damning evidence in the case against the polygraph as a "lie detector."

Following are excerpts that fully support the Eastern Conference of Teamsters resolution condemning such utilization of the polygraph:

Fred E. Inbau of the Northwestern University school of law was one of the first to testify. His remarks were striking because he appeared not in opposition to polygraphs but rather as one who had studied the subject a great deal. He said:

"There is no bell that sounds, no whistle goes off when a person lies. (The polygraph) is merely an instrument which serves as a basis for a technique for diagnosing deception. Consequently, the technique is no bet-

Summary of National Labor Relations Board Case No. 5-CA-2051; IR-198-62:

The trial examiner found—and the Board gave approval—that polygraph inquiry into past union activities and future union intentions was neither lawfully related to the question of hire nor relevant to the question of whether employees had engaged in misconduct.

Therefore, the corporation had committed an unfair labor practice by asking the following questions in a polygraph test: (1) "Have you ever been active in any type of employee-union?" and (2) "Do you intend to engaged in union activities if employed? . . ."

ter than the man who is making the diagnosis.

"Just as with any medical instrument, it is of no value, in fact, it may be a very dangerous thing in the hands of someone who is not trained in the technique of making the diagnosis."

*

Rep. Ogden R. Reid (R-N.Y.) asked Cleve Backster of the Backster School of Lie Detection in New York City:

"What are the facts, Mr. Backster, with regard to preemployment screening in the industrial field? What is the percentage of individuals that fail to get the job they are applying for on the basis of a polygraph exam or largely as the result of a polygraph being part of the preemployment personnel inquiry?"

Backster: "I would judge or estimate that about one out of every four that would undergo and have gone on the job by virtue of the conventional forms of screening would have disqualified themselves by their own assertions during the polygraph examination."

*

Rep. John E. Moss (D-Calif.), chairman of the subcommittee, noted Backster's claim in an article that he could give a "factual report to a company, a report which covers past dishonesty and undetected dishonesty" through a polygraph test.

Moss: "Is that a correct statement?"

Backster: "Yes, sir. The word 'factual' I won't agree with . . ."

Moss: "You can give a report but not a factual report, is that correct?"

Backster: "Yes."

*

Rep. Henry S. Reuss (D-Wis.), a member of the subcommittee, asked

John E. Reid of John E. Reid & Associates, a polygraph company in Chicago, a blood-letting question.

Reuss: "Cannot symptoms other than guilt produce squiggles and wiggles on the polygraph, such as surprise, shame, embarrassment, or any one of a number of human emotions that don't bear on guilt?"

Reid: "Yes . . ."

*

Rep. George Meader (R-Mich.), a subcommittee member, asked a general question of any who would like to answer, including George Lindberg of John E. Reid & Associates.

Meader: "Are any of you aware of instances where a polygraph examination showed the subject innocent, but he was subsequently proved guilty?"

Lindberg: "Yes, I had one of them."

Inbau: "Yes."

Reid: "Yes."

Lindberg: "I think every examiner has been embarrassed by such a finding."

*

Midway in the hearings, Rep. Moss stated at the beginning of a session:

". . . So far there is no adequate showing in the hearing record to indicate that the conclusions reached by the polygraph examiner are based on scientific fact."

Then Moss swore in a panel of specialists in the field of psychiatry and psychology, all of them having research experience in the use of polygraphs.

*

Dr. John I. Lacey of Antioch College testified:

"The so-called lie detector polygraph is, as I understand it, a very simple and for the most part a fairly crude piece of instrumentation . . ."

*

Asked to define the question, "What is a lie—?" Dr. Martin T. Orne of the Massachusetts Mental Health Center replied:

". . . I don't know how to define a lie . . . It is not a term which has been carefully defined by scientists. What a lie is is a matter of point of view which varies with individuals; however, it may not be necessary to define this concept because the so-called lie detector does not actually detect 'lies.'"

*

Dr. Joseph F. Kubis of Fordham University:

". . . Lie detectors don't prove fact. Lie detectors are merely belief verifiers if they are used properly; namely, they indicate, if it is accurately done, whether the man believes what he is saying. This does not indicate that what he says is a fact."

"We have examined people in mental hospitals. If the patient said he was Napoleon, and if he believed this, the lie detector response indicated that he was telling the truth. All that the lie detector showed is that he believed what he was saying."

*

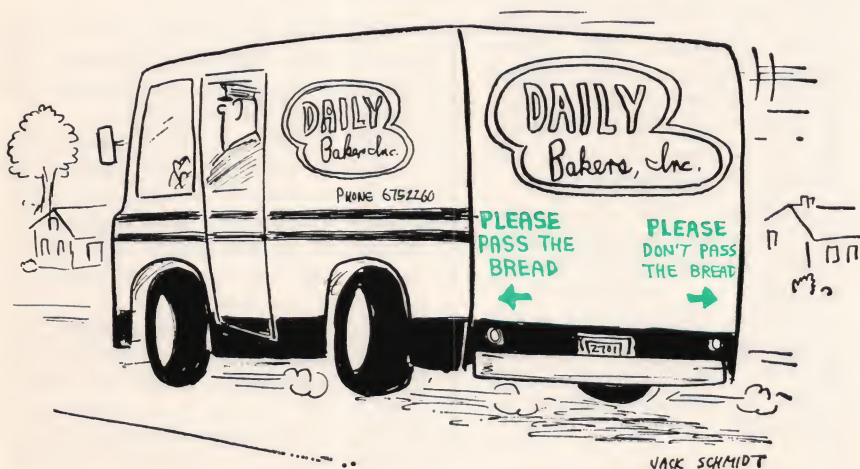
Rep. Moss asked the scientists about the importance of the examiner being convinced of the infallibility of the polygraph as a lie detector. He received exceptional replies.

Lacey: "I think . . . it is a lie, it is a deception of the public . . . If the public were properly informed, this might decrease the validity of the lie-detection procedure . . . I don't want to live in a police state. It is not an infallible technique; when one says it, one is using a club."

Kubis: "Yes, I would agree. We would not use lies either to intimidate people, or to appear as if we are very truthful individuals. Deception ultimately will destroy the individual who uses it. In time, he will become worse as a (polygraph) examiner, because as he comes to believe his infallibility, he gets closer and closer to the position of God; and when one does get that close, he does not belong with us mortals. He belongs elsewhere. This procedure is to be condemned and should not be utilized."

*

At this point in the hearings, Rep. Moss asked Dr. Kubis whether he thought lie detection was a valid procedure in preemployment screening. Dr. Kubis read a prepared statement which declared in part:



"... The threat to use the lie detector on a continuous basis in industrial and business organizations is degrading. The fundamental dignity of man is the issue.

"The periodic use of this instrument implies that the majority of innocent, trustworthy employees must submit to the test. And yet the lie detector is basically an instrument of distrust, to be used where there is a strong suspicion that one or more individuals are not telling the truth.

"In the 'storewise' checkup the innocent are placed in an embarrassing role—that of being considered a suspect whose word and intentions are fundamentally distrusted.

"It is no argument to say that the test is used to prove the innocence of the innocent, or to 'protect' the reliable employee. Since the instrumental test is far from perfect, there is a strong possibility that the innocent will be judged as culprits . . .

"Finally, in the hands of inexperienced and unscrupulous men, the instrument assumes the character of a blindly probing instrument that can severely damage the inner life of reputation of the person tested. Reference here is made to the 'fishing' expeditions that deeply embarrass the worker and yield no useful information to the operator (who may misinterpret the responses anyway) . . .

"Who knows what use such misguided interpretations are put to, how long they remain in the personnel file of the company, and how often they are transmitted as 'reference material' when the worker leaves the employ of the company? . . ."

*

Following Dr. Kubis' statement, Rep. Moss asked the other scientists "if there is any disagreement among the panel members?"

Dr. H. B. Dearman, a psychiatrist from Johnson City, Tenn., answered: "I do not disagree with his statement myself. I think it is true."

Orne: "As a private individual, I would agree completely."

Lacey: "Wholeheartedly."

*

Rep. Moss inserted into the record an April 5, 1964, letter he received from Dr. Dearman. It read in part:

"... In my opinion, the use of the polygraph violates the Fourth Amendment as regards search and seizure. I am also of the opinion that its use violates the Fifth Amendment.

"I am aware that proponents of

the use of the polygraph fall back on the statement that no one is forced to take a polygraph test and use this as a means of satisfying the constitutional requirements.

"However, this is of little or no avail because the examinee does not realize that not only will his conscious thoughts and his automatic responses to them be recorded, but . . . he will be giving autonomic responses to thoughts of which he is totally unaware.

"This is never explained to the examinee and I doubt if the examiner himself is aware that this is taking place.

"It is my opinion that the polygraph is used mainly as a mental blackjack to obtain a confession. In one of the bulletins put out by a concern that sells polygraph instruments and also gives a course in its use, it is stated, 'that a confession is the only real check.'"

*

Asked by Rep. Moss to comment on Dr. Dearman's letter, Fred Inbau—speaking as a criminal law teacher—said he did not believe that there was a violation of the Fourth Amendment. But he added:

"The Supreme Court could well come up and say that any time you explore into the mind of somebody it is unconstitutional. By the same token, it seems to me a psychological examination given to an employee—

industry, government, or what have you—to find out whether he is stable, involves an intrusion into this person's will, into his mind, his subconscious."

*

As the hearings progressed, Rep. Reuss felt compelled to remark caustically at one stage:

"... Having heard witnesses for 2 or 3 days, I have yet to see any convincing evidence that the so-called lie detector is of any legitimate use at all other than in its psychological effects on the subject, and this could be done with a box and some whirring noises and lights quite as well . . ."

*

Rep. Moss who listened to hour after hour of testimony as the subcommittee chairman, stated forcibly in one of the closing sessions:

"I started this assignment with no definite opinion on polygraphs. I had never given them much thought, but as a result of the experience of the past 12 months, I would refuse most emphatically to take one, unless perhaps I had my personal physician, a psychiatrist, and my lawyer with me and had their evaluation of what was going on."

*

The printed transcript of the hearings totaled more than 500 pages and each page knocked the polygraph in the head so far as "lie detector" usage is concerned.

Testimony documented an irrefut-

Wisconsin Rodeo Winners



All smiles are these Teamsters, class champions in the Wisconsin Truck Rodeo held recently in Green Bay. At left is Al Schneider, general chairman of the rodeo, and the drivers are (left to right): Carl K. Johnson of Local 95 in Kenosha, 5-axle; Leonard Zunker of Local 75 in Green Bay, 3-axle; James L. Kolling of Local 200 in Milwaukee, 4-axle, and James Koltz of Local 75, straight truck.

able assault on the machine's abilities to separate truth and falsehood—even with the most expert operator in attendance.

Yet the polygraph continues to be a handy tool for authorities, private and public, afflicted with police state mentalities. For them, the polygraph is an electronic rubber hose that leaves no bruises on the brain while attempting to ferret out human lies.

Should you permit yourself to be the victim of a "lie detection" examination?

No.

There is no legal compulsion that says you have to take such a test. Nor can it be imposed upon you without your consent, for this would be a violation of your constitutional pro-

tection against self-incrimination. Furthermore, the courts have tossed out the old argument that "refusal is evidence of consciousness of guilt similar to evidence of flight."

If and when someone wants you to take a polygraph exam, it would be well to recall the words of New York State Supreme Court Justice Pierce Butler who wrote in 1960:

"It has always been recognized in this country, and it is well to remember, that few, if any, rights of the people guarded by fundamental law are of greater importance to their happiness and safety than the right to be exempt from all unauthorized arbitrary or unreasonable inquiries and disclosures in respect of their personal and private affairs."

Teamster Truck Driver at Home On Pavement or on the Water

HERE'S a Teamster who, when he's not driving his truck, spends a lot of time gliding over the water in one fashion or another.

He's Jim Sincock, a 10-year member of Teamster Local 31 in Vancouver, B.C.

Years of practice and a lot of patience have made Sincock an accomplished water skier. He performs a variety of daring feats over the water including such accomplishments as whisking along while standing atop five office stools stacked on a fibre-

glass saucer.

This water skiing endurance has attracted a lot of attention in the Northwest.

Twice in 1960, Sincock made runs from Nanaimo to Vancouver and last year he skied to Victoria and back, a distance of 144 miles, in one day.

Early in August Sincock had planned to negotiate the fast-flowing Fraser River from Hope to New Westminster—a distance of 86 miles—on a water saucer while wearing a full-dress tuxedo and sitting in a rocking chair. But he decided to exercise caution and wait until the water was not quite so rough. He won't feel happy until he gets the goal accomplished.

The Teamster water specialist recently has been performing as a professional with his most recent appearance being 2 shows a day during the Seattle Sea Fair Week.

On many occasions, Sincock's wife, Pat, performs with him, being an excellent water skier in her own right. When not performing, Mrs. Sincock travels in a boat alongside her husband in case he gets too daring and flops in the water.

Sincock's ambition now, since achieving his skiing skill, is to star in a water show.

• Air Freight

Air cargo, long a step-child in the freight business, has rapidly gained industry status in the past 10 years.

From 1953 to 1963, the scheduled airlines have increased their annual ton-miles of freight 237 per cent. The same increase has been experienced in ton-miles of air mail. Air express has gone up nearly 62 per cent in the 10-year period.

The Air Transport Assn., of America announced recently that the growth continues at the same level.

For the first half of 1964, ton-mile cargo total went up 18.5 per cent, air express gained 8 per cent, and air mail went up 9 per cent.

The ATA notes that the increase in air freight traffic is in direct ratio to the increase in scheduled flights. There were some 10,000 flights a day in 1963 and each one had freight space available to the public.

Air cargo figures, it is expected, will go even higher as major cities improve airport facilities for jet transports and bigger and faster planes are put on the market to carry the freight.

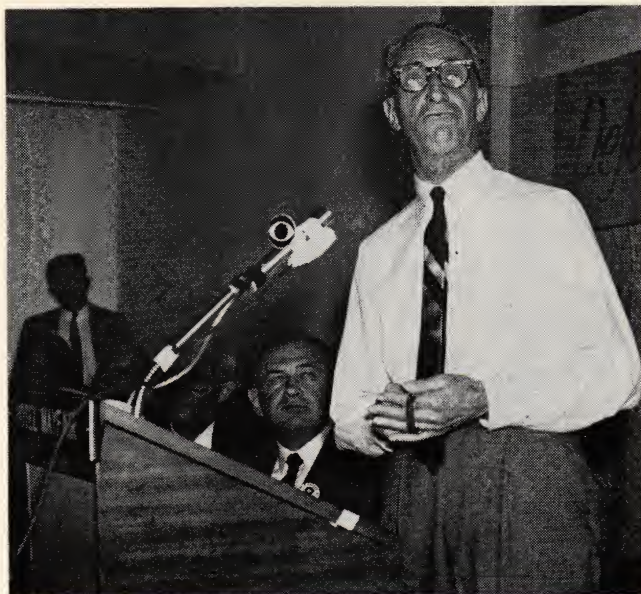


Brother Jim Sincock, a member of Teamster Local 31 in Vancouver, B.C., has been keeping cool during the summer months by performing stunts like this instead of just plain ol' water skiing.



Fitzsimmons

"The Union itself . . ."



Bridges

"... the risk, an occupational hazard."



Zagri

"... Write that letter."

Overflow Gathering in Attendance At Hoffa Defense Fund Breakfast

A RANK-AND-FILE committee of Teamsters in Los Angeles, whose goal is to raise money to help defray the legal expenses incurred by Teamster President James R. Hoffa, recently printed 500 tickets to a Defense Fund breakfast at the Mayflower Hotel.

"We should have printed 5,000," declared one committee member last month as he surveyed the full house which attended the breakfast, the theme of which was "Defense of Hoffa Is a Defense of Your Union."

International Union Vice President Frank Fitzsimons told the gathering: "It is not only Jimmy Hoffa who is being destroyed in these court attacks, but the union itself. Too many take union benefits for granted and have lost sight of the hard work by which union leaders and militant rank-and-file workers won those benefits."

Harry Bridges, president of the International Longshoremen's and Warehousemen's Union, told the group that the risk of going to jail is an occupational hazard of a militant union leader, "It is the responsibility of

rank-and-file members to stand behind their leadership just as is being done in this Defense Breakfast this day."

Teamster Legislative Counsel Sidney Zagri called on the group to launch and sponsor a mass letter writing campaign calling upon members of congress and President Johnson to support a congressional probe of the Justice Department.

John T. Williams, Business Agent of Local 208 and a member of Los Angeles Joint Council 42's Civil Rights Committee declared that Attorney General Bobbie Kennedy's zeal in persecuting Hoffa "is in sharp contrast to Bobbie's failure to exert full effort to find those responsible for the death of children in the much publicized Tennessee church bombing."

Also addressing the breakfast gathering was Bud Holmes, one of the eight organizers of the original Hoffa Defense Fund in Los Angeles. Holmes said Hoffa's rights have been violated so many times that it is impossible to count the violations. Holmes

clamored for Bobbie Kennedy's ouster as U. S. Attorney General.

Teamster Wife Olive Gelernter praised the work of DRIVE Ladies Auxiliaries, and declared that Teamster wives across the land are acutely aware that the family is the real recipient of the benefits won by organized labor.

A letter being circulated by the Hoffa Defense Fund Committee, which lists its address as P.O. Box 1094, Downey, Calif. declares:

"If Mr. Hoffa is guilty, we, and the whole world deserve to know it. But if Mr. Hoffa is a victim being sacrificed at the altar of hypocrisy, all because he has stood firmly in the path of the enemies of labor, then we, and the whole world, deserve to know that, too. To take his cases to the Supreme Court will cost money. Let's, as good union members, provide these funds and know the truth, whatever it might be. This could be the wisest investment we ever made in our lives, and we should take pride in knowing we have done our part in bringing about true justice and fair play."



CONSUMER PROTECTION in the United States is a dream that may one day—with good luck—become a reality.

With isolated exceptions, consumer protection is still largely a myth. There are those who are working diligently to make this bucket of dreams come true.

There are others who are working even more diligently to keep the bucket down deep in the consumer wishing well.

But as things stand now, the American consumer goes it alone, while the other two members of the trio making up the American Society—management and labor—have representation and protection at the cabinet level.

The business world has its cabinet level lobby in the Department of Commerce, while the working man can turn to the Department of Labor.

In recent years it has become obvious that before the consumer can protest his dollar's worth in a notoriously deceptive marketplace, he must assert himself more than in the past. He must, in a sense, effect an economic revolution with or without the help of the government.

He has to overthrow the old free enterprise motto, *caveat emptor* (let the buyer beware), and provoke a

**Until
Government
Assumes
Watchdog
Role
THE
BUYER
BEWARE**





new and practical maxim, *caveat venditor* (let the seller beware).

There was not always the constant assault aimed at eroding the value of the consumer dollar.

Once upon a time, the marketplace was carefully cultured. Integrity was wrapped in the quality of the product or service and its price. Most merchants, as the saying goes, were honest, and the butcher with his finger on the scale was the exception rather than the rule.

But now, with a burgeoning population and an annual consumer tab of around \$400 billion, the marketplace has changed. It has turned to jungle. There is a tiger behind nearly every cash register and each is a dollar-eater.

People actually have become reluctant to buy. As often as not they find themselves skinned alive with nowhere to appeal. Shopping excursions for automobile and television repair, house buying and repair, food purchases, and other items have become hazard courses for the average wage earner operating his household on a tight budget.

Daily degradation of the consumer dollar became so rampant by March 15, 1962, that it was turned into a political tool on that date by a President with an ear expertly tuned to the public mood. So it was that the late

John F. Kennedy, in a Message to Congress, recognized the importance of consumers and the effect of their spending on the nation's economy.

JFK told Congress that the federal government had "a special obligation to be alert to the consumer's needs and to advance the consumer's interests . . ."

He added:

"If consumers are offered inferior products, if prices are exorbitant, if drugs are unsafe or worthless, if the consumer is unable to choose on an informed basis, then his dollar is wasted, his health and safety may be threatened, and the national interest suffers . . ."

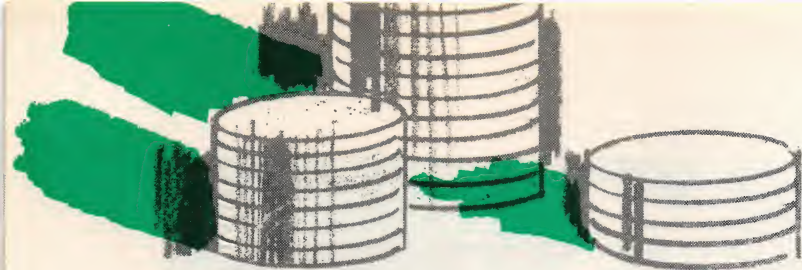
The Message to Congress went further. It called upon the heads of each federal agency rendering aid to the consumer to appoint a special assistant to act as liaison with consumers. Also, the agencies were to make their research available for consumers in clear and usable form.

Additionally, JFK instructed his Council of Economic Advisors to create a Consumer Advisory Council to give advice on broad policies, etc. He asked for legislation to aid the consumer in certain areas.

Response to the Kennedy message was mostly ho-hum in Congress.

But for the buying public, it was a breath of fresh air, a hope for better





things to come.

Merchants, on the other hand, expressed naked fear.

Their leaders interpreted the creation of a Consumer Advisory Council as a forerunner to a Consumers Department with a full cabinet post. This they did not want. Some even voiced apprehension over what they called "the coming glorification of the consumer."

Without exception, big and little merchant groups opposed the establishment of what *Drug Trade News*, for example, called "an attempt to force upon the American public ideologies and philosophies completely and utterly disruptive to our way of life."

Their fears were groundless, however. It soon became apparent that President Kennedy had executed a neat political maneuver. The Consumer Advisory Council was faced with operating under severe limitations.

As put together by JFK, the Council had 11 members who enjoyed no direct contact with the White House. Instead, it was housed in the Council of Economic Advisors where the policy was such that the Consumer Advisory Council members were not supposed to divulge to the public any advice they gave to the President.

This meant that the official mouth of help for consumers was shut to consumer groups and to any members of Congress who might be interested in consumer affairs.

It wasn't long before some congressmen began to complain that the Consumer Advisory Council should "stiffen its spine or be abandoned."

Finally a year and a half after its formation, the pressure became so great that the Consumer Advisory Council was allowed to issue a report that recommended: Passage of proposed Truth-in-Lending and Truth-in-Packaging bills and other notions to promote consumer protection.

Shortly afterward, President Kennedy was assassinated. The *New York Times* had been accurate after all when it commented upon JFK's long delay in naming a Consumer Advisory Council that it "indicates little prospect of forceful new protection of consumer interests."

When Lyndon B. Johnson moved into the Presidency, one of the first things he did was to create the office of Special Assistant for Consumer Affairs, remarking pointedly as he did so that "for the first time in history, the American consumer's interest — so closely identified with the public interest—will be directly represented in the White House."

Johnson appointed Mrs. Esther Peterson, Assistant Secretary of Labor, to the new position. It was a good selection. Mrs. Peterson had years of experience as a housewife and as the Washington representative for the Amalgamated Clothing Workers of America AFL-CIO.

Armed with a forceful manner and persuasive appeals, Mrs. Peterson immediately called upon consumers everywhere to "write the White House" about their complaints of marketplace gouging.

They did. Mrs. Peterson received thousands of letters and soon the writers for high society pages of newspapers flocked toward her, and later

came the editors of the business pages when *Advertising Age* exhorted them to "join the movement."

Charming stories appeared about the White House complaint department, yet nothing substantial happened. As *Business Week* magazine headlined its story about Mrs. Peterson a few weeks later, it was a case of "So Far, Just a Sympathetic Ear."

In the months that followed, Mrs. Peterson's fine start limped to a near-halt as Congress showed no inclination to handle desired legislation, and the various departments of state side-stepped any consumer issues regarding regulation.

By the time the Dog Days of August rolled around, the office of the Special Assistant for Consumer Affairs—Lyndon Johnson or no—had become extremely sensitive to press measurements of its success or lack of success.

Mrs. Peterson was digging in for battle. So much so, in fact, that amidst preparations for a new program to be unveiled this Fall, Mrs. Peterson began refusing requests for interviews. *The International Teamster* magazine, with a readership of 1,500,000 or more Teamsters and their housewives working and living at the basic consumer level, was one of those denied an opportunity to discuss the consumer program with the White House representative.

It appeared once again that consumer protection might be thrown back to the realm of myth unless Mrs. Peterson were able to overcome her opposition. And it has been heavy.

Opposition to any form of establishment of a federal standard on be-



half of consumer interests is not a new thing.

The National Recovery Act of the early 1930's had a Consumers Advisory Board on its roster, and in the early 1940's, a consumer representative was appointed to the Advisory Commission of the Council of National Defense.

During World War II, the Office of Price Administration was established to protect the consumer against inflated prices, and later renewed during the Korean War as the Office of Price Stabilization. Both had consumer advisory committees and programs.

During other peacetime years there have been several different consumer departments established in various federal agencies.

Always, as *Consumer Reports* has pointed out, business lobbyists were as critical then as now of consumer programs.

"Don't stir up the animals' was their frank admonition to policy-makers in government," explained *Consumer Reports*.

Such practical advice as how to save oil during the days of war-time shortages roused protests when the OPA published advice to help prevent overbuying of oil and gasoline. After the wars, the official policies reverted back to the free enterprise attitude of let the buyer beware.

Consumer Reports commented:

"Despite the increasing complexity of many consumer products, the vast outpouring of new kinds of products, increasing advertising expenditures devoted more and more to the new medium of television, an amazing growth of consumer debt and family

bankruptcy, and a revolution in sales methods led by the discount house and the supermarket—despite these profound changes in the production and sale of goods, the federal government policy remained essentially one of hands-off.

"During these years the Food and Drug Administration and the Federal Trade Commission continued their regulatory activities, of course—hampered as usual by lack of funds and directive."


The marketplace became more of a maze for the consumer. Disorder came from the brand explosion and meaningless multiplication of models. There was a rampant spread of the phony price list. There was an emphasis on built-in obsolescence. Deceptive packaging developed to an amazing height of dishonesty.

Side effects of the consumer's lack of protection began to appear. One of them—the infamous debt adjusters—appeared as installment credit topped the \$5.4 billion mark at the beginning of 1964.

Time and again consumers have been warned against debt adjusters who like to term their service "debt pooling." In substance, these agencies charge high fees to lend people money so they can pay off their debts in a lump sum. The fees, of course, add more to the debtor's burden.

Debt pooling has reached such injurious proportions that 17 states, most of them in the East, have passed laws prohibiting the operation of such lending schemes. A harmful aspect of debt pooling is that usurers strip consumers of money that might well have been spent on goods and services.





It is in these states, by the way, that some of the best progress has been made toward protecting consumer interests. California, Massachusetts and Washington have been the leaders.

The Massachusetts Consumer Conference, set up by an advisory council to the state attorney general, is a continuing organization which has gotten off to such a good start that Sen. Philip A. Hart (D-Mich.) complimented it for organizing "the greatest single unorganized group in America"—consumers.

The state of Washington has a Consumer Protection Act supplemented by a set of laws which the attorney general there boasts "has been responsible for refunds or contract cancellations worth hundreds of dollars for consumers who were victims of misrepresentation or fraud."

Growing concern by state legislatures over the plight of the consumer is an indication that politicians are beginning to take more seriously the paycheck spender. One business spokesman remarked that "the consumer has become very sexy to politicians."

Sexy or not, the consumer still hasn't impressed the legislative echelons in Washington, D.C.

A proposed Truth-in-Lending bill has been pigeon-holed by the Senate Banking Committee. The measure was

referred to a subcommittee for "further study."

On the docket for more than 4 years, the Truth-in-Lending bill would only require lenders and extenders of credit to consumers to detail the cost of the credit at the time of the transaction.

Lobbyists against the consumer, however, got to the Senate Banking Committee. Those against the legislation had plenty of support from finance companies, automobile dealer associations, department stores, the American Bankers Assn., and the U.S. Chamber of Commerce—all of whom bitterly oppose the bill.

A measure to force Truth-in-Packaging has suffered somewhat the same fate. Food processors, manufacturers, and packagers have fought this bill to a standstill.

To repeat the numerous methods in which food can be wrapped, packaged, weighed, and labeled in false manner is unnecessary here for the stories have been documented by congressional committees and retold time and again.

Suffice it to say that the economic cost of deceptive packaging and uninformative labeling is so great that it is literally impossible to add the toll. This stealthy method of cheating the consumer has been in practice for at least 40 years and has reached staggering proportions in the past decade.

The late Sen. Estes Kefauver's probe of the drug industry resulted in new legislation. It put enough heat on the medicine makers that today the Consumer Price Index on prescription drugs is the only category in medicare that is near the 1957-58 base level.

Currently in the offing is an investigation of chain store pricing in meat, milk, and vegetables. The Washington jockeying has been underway for some months to sabotage the effort by getting a chief investigator friendly, if you will, to the anti-consumer side of the aisle.

Interest in consumer protection has mounted elsewhere in the world, also. Unlike the United States, however, something has been done about it by more than a dozen countries.

Norway, for instance, has a consumer cabinet post. Furthermore, it has a 10-year-old consumer council that tests products, publishes results, and fields buyers' complaints.

By 1960, there were enough consumer organizations established in European countries to merit organization of the International Office of Consumers Unions. Recently that organization was accepted by the United Nations as, in effect, one of the few official voices of consumers throughout the world.

Operating with some degree of effectiveness in the United States,

however, there are still only private outfits.

Two of the best known are Consumers Union of the U.S., Inc., and Consumers' Research, Inc. Each publishes a monthly digest relating the results of product testing. The magazines are helpful to those who know about them, yet they still do not provide a complete, unquestioned guide to all facets of the problem of consumer protection.

In the field of business, there are several institutions devoted, they say, to protecting the consumer. Only one, the Better Business Bureau, has operated consistently through the years and then only in preventing outright consumer fraud that is a detriment to *established* business.

The BBB will listen to any consumer complaint but will usually show signs of action only where there are individuals or organizations involved that are not members of the BBB. The BBB is therefore only a partial brake and even its policies vary greatly from city to city.

In many isolated communities, local merchants band together to protect themselves in their dealings with the



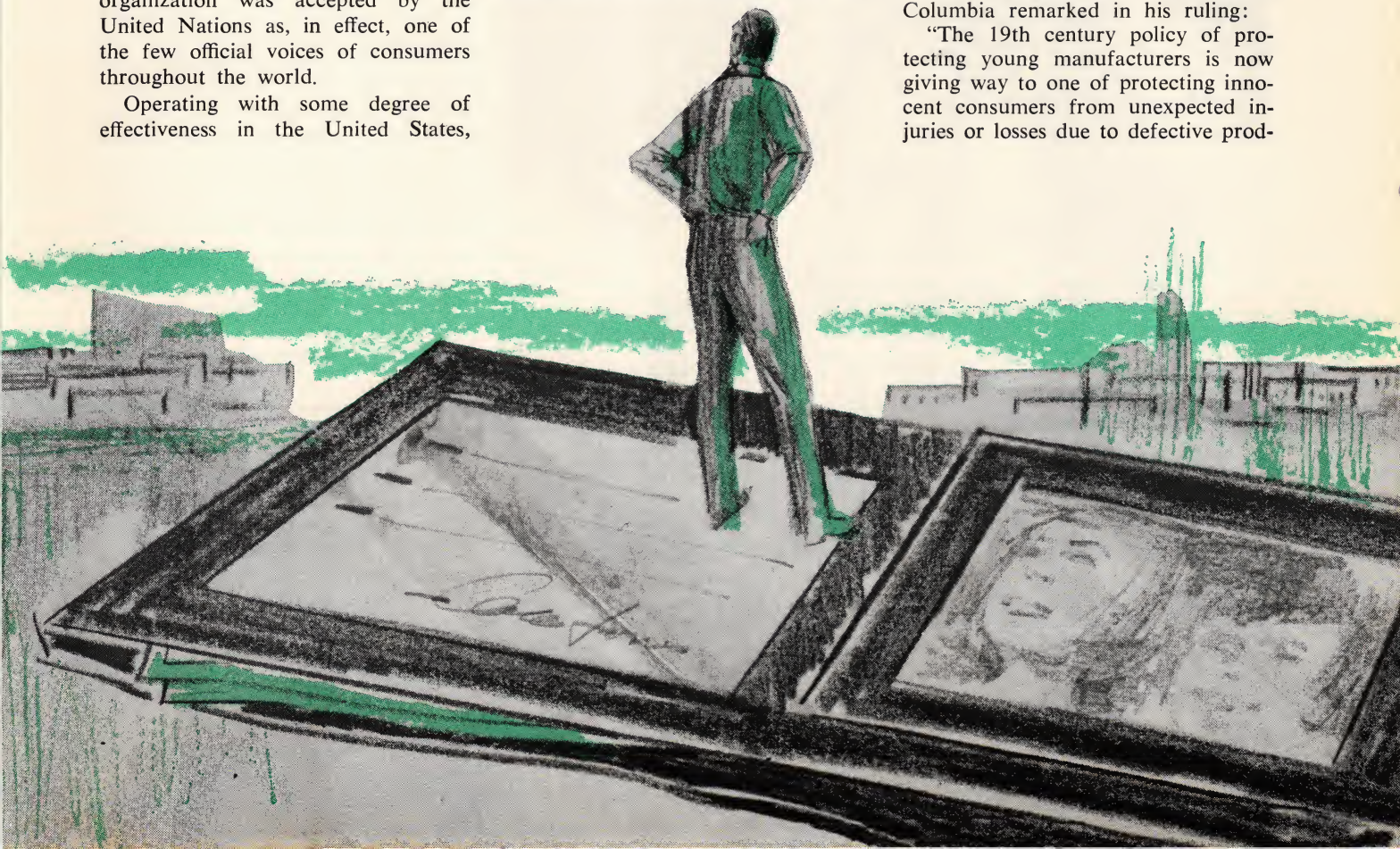
consumer—although they put it under a false mask—saying in effect to the buyer: "If you don't like to do business with us, go somewhere else"—like 50 miles away.

One favorable sign on the consumers' side in recent years has been the number of judicial decisions returned in favor of the purchaser.

More and more courts are requiring both the manufacturer and the retailer of a product to exercise their legal responsibilities to consumer guarantees.

In a noted automobile suit, Judge Frank H. Myers of the Municipal Court of Appeals for the District of Columbia remarked in his ruling:

"The 19th century policy of protecting young manufacturers is now giving way to one of protecting innocent consumers from unexpected injuries or losses due to defective prod-



ucts over which they have no control. Manufacturers should properly assume those burdens incident to the cost of doing business. Liability should no longer be dependent upon any contractual relationship between the manufacturer and the ultimate consumer or user."

When all is said and done, consumer protection in the United States today is largely the responsibility of the shopper with the dollar. He still must beware. It will always be so until he stands up and does something about it, turning the motto around so the seller will be wary.

There may be established in the federal government one day a Department for Consumers as once proposed by Sen. Kefauver. Let's hope so. In the meantime, there are some things the consumer can do to protect himself when making his shopping safari into the jungle.

The State of Washington's Consumer Protection Division has published a guide to consumer protection, listing 12 easy ways to guard the family pocketbook:

1—Never sign anything you have not read and understood. Take your

time to read any document. Once you sign it, you may be stuck with a legal obligation, even though it was not a fair or honest deal. If the merchant is offended because you insist on reading the document, find another dealer.

2—Refuse to sign a blank contract or any sales contract in which the blanks are not filled in. In some states it is a violation of the law to do this kind of business. Also, insist on a copy of the contract.

3—Guarantees are valuable only when written. Oral promises are usually worthless. If a promise is good, it can be put in writing. Have the written guarantee explained in detail. Find out what is guaranteed and who will back it up.

4—Turn off the high pressure salesman. Ask him to let you read the contract and make up your own mind without his incessant talking. Many purchasers are forced by a salesman who doesn't give the customer time to think it over. Ask the salesman to step aside for a few minutes.

5—Don't be fooled by phony price tags. If you see an item marked "regular \$50, now \$15," be careful.

It may sell regularly for just \$20, and the price tag was inflated to promote the sale.

6—Buy what you can afford. It is easy to sign your name and that's why it's easy credit. But making the payments may be very hard on the family budget. If you cannot make the monthly payments, the dealer can repossess the product and you will lose the amount of money you have paid.

7—Ask questions about finance charges. Compare interest or carrying charges of various firms selling the same type merchandise. You may save considerable money.

8—Check the prices of door-to-door salesmen. Call an established concern in your community that sells the same type product and compare prices. The local merchant many times sells for less than the high-commission, fly-by-night, door-to-door peddler. Insist on a building permit for home improvements.

9—Refuse to deal with stores using "bait and switch" advertising gimmicks. Tell the manager why. If a brand name product is advertised as "bait" to get you to the store, but the salesman offers only higher priced goods, complain to the manufacturer of that line of products.

10—Don't buy in haste! Get comparative prices or bids. Reputable businessmen are happy to give you estimates.

Spend Wisely

11—Stop trading at a store that does not value consumer good will by promptly and fairly adjusting complaints. Reputable merchants value their reputations, and retain their customers. The sharpsters will go out of business if they lose their customers.

12—Shop with established firms in your community. They want to stay in business. Ask your friends about these stores. Give your patronage to the good one, keep your hard earned paycheck away from the easy money artists.

When a merchant or salesman obnoxiously shows a lack of concern for your reasonable wishes, he certainly cannot be offended if you exhibit obnoxiousness in return. If he does take offense, so much more the reason for not dealing with him.

You are the public in the marketplace. The welfare of the public, to emphasize your position, is dependent upon the consumer's interest. If the consumer interest suffers, so then does the nation's economy.

It's your dollar. Spend it more wisely than some would have you.

Pittsburgh Driver Honored



Joseph B. Nellis, a member of Teamster Local 211 in Pittsburgh, Pa., is shown receiving the Medal of Saint George from Bishop John J. Wright of the Pittsburgh Diocese. Nellis was honored for outstanding service to Boy Scouts of the Catholic faith. Nellis, a driver hauling newsprint rolls, is the leader of scouting at DePaul Institute, a school for the sensory handicapped children. He has been a member of Local 211 since it was chartered in 1928, serving as a trustee and active on committees.



FOR YOUR INFORMATION

..... A GROUP of university professors has urged Congress to investigate the Justice Department to insure it against being converted into "an instrument of government oppression." A petition sent to the House and Senate Judiciary committees said the signers were not trying to harrass the Justice Department, but were concerned only with the threat of "prosecutorial power." Expressing concern that many prosecutions are instituted against persons because of who they are instead of what they may have done, the petition was signed by professors from Yale, Harvard, American University, and Princeton. It was also signed by several prominent lawyers.

..... SOME HIGH UP Officials are complaining of having their telephones tapped and their conversations listened to by snoopers. Rep. Joe Kilgore (D-Tex.) complained recently that his wife had caught a pair of snoopers red handed. She found that her home phone was dead, went to the maid's phone and heard two men talking on the line. Both stated to each other that their orders were from the Defense Department, that orders were verbal, and their comparison of notes showed that they had both been sent to tap the same phone. Rep. Kilgore, at the time, had announced he would not seek another term in the House but was contemplating running for the Democratic nomination for the Senate.

..... SLOW BUT STEADY increase is noted in the duration of collective bargaining contracts. The Bureau of National Affairs has determined that 3-year agreements are now the most common contract term, applying to 47 per cent of all pacts studied. Four years ago, the most common contract duration was 2 years. In 1960, the median contract term for industry as a whole was 2.3 years. The median in the past 4 years has increased to agreements of 2.5 years in length. The great majority of contracts, 82 per cent, contain automatic renewal provisions. Almost a third of the agreements contain some kind of reopener clause before the contract expires.

..... THE SENATE Labor and Public Welfare Committee has reported favorably on a bill to tighten controls over "peppills" and "goof balls"—legislation that may cause some discomfort for gypsy drivers. The measure is designed to combat illegal traffic in barbiturates, amphetamines, and certain other dangerous drugs. It would give the Federal Food and Drug Administration new authority in regulating distribution of the drugs. Also, the proposed law would give FDA agents the right to carry firearms since witnesses testified in hearings that undercover work can be very dangerous in tracking down illegal peddlers of drugs.

..... INTERCITY TRUCK TONNAGE reports show that the volume of intercity freight hauled during the first quarter of 1964 was 6 per cent above the corresponding quarter of 1963. The American Trucking Assns., Inc., based its findings on the operations of 2,508 Class I and II intercity common and contract motor carriers of property. The 2,508 carriers transported 103,107,215 tons of intercity freight in the first quarter of this year, raising the truck tonnage index to 129—the highest it has ever been for first quarters.

. ONE OF SEN. Goldwater's legislative efforts is S.87, which would prohibit unions and employers from negotiating union shop agreements in every state until and unless the state legislature in each state passed legislation permitting union shop agreements. Thus, if Goldwater's bill ever became law, the country would have a national "right-to-work" bill. Unionists deplore this type of extremism which marks the political character of the Senator from Arizona.

. WHEN BOBBIE KENNEDY carpetbagged into New York seeking the Democratic senatorial nomination, it was not all roses and cream to which he had become accustomed via his father's vast riches. Although the so-called N. Y. Liberal Party gave its endorsement, 27 Reform Democrats declared that they could not support the Massachusetts citizen. Mayor Wagner gave less than enthusiastic approval of Bobbie's candidacy, and incumbent Senator Keating promises to give Bobbie a real taste of campaign trail dust as Bobbie sets out on his first pursuit of votes in his public life. Even the Liberal Party listed Adlai Stevenson as its first choice.

. WHEN THE Democratic Party included repeal of Section 14(b) of Taft-Hartley in their Atlantic City platform—Section 14(b) gives states authority to pass "right-to-work" laws—it marked fifth time the Democrats have promised labor repeal of that anti-labor provision of the nation's labor law. In fact, repeal of Section 14(b) has been dangled as a vote getting device at every Democratic party convention since 1948, the year after Taft-Hartley was signed into law.

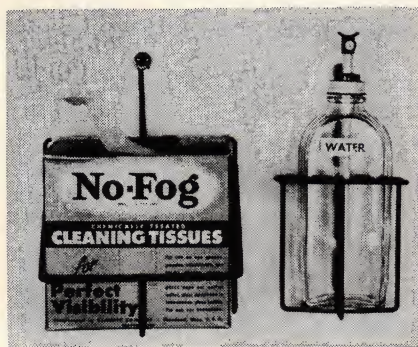
. REP. CORNELIUS E. GALLAGHER (D-N. J.) has declared that Americans are fast becoming a nation of snoopers, assaulting each other's privacy both psychologically and electronically. Named as chairman of a three-man House subcommittee to study whether government agencies are invading the privacy of Americans in violation of their constitutional rights, Gallagher stated that the snooping situation has become so bad that manufacturers of various surveillance devices are now offering them for sale on the mass market. He said a New York newspaper recently advertised a device for \$4.95 that permits persons to listen in on telephone conversations.

. DOCTORS FOR BARRY ran afoul of the Internal Revenue Service with a scheme to funnel campaign funds—at no cost to themselves—to the GOP nominee. The plan was simple: Instead of billing patients friendly to Goldwater, doctors urged these patients to skip the bill and instead make out a check to "Goldwater for President." The instigating committee urged the doctors to not enter the call on their books or make it a no charge entry. IRS quickly caught up with the stunt and announced some doctors might have tax pains if they failed to account for fees as income.

. President Lyndon Johnson's much publicized economy drive which was dramatized by Johnson himself going about the White House turning off unneeded lights, is cutting seriously into Federal employment. As of the end of July this year, were 2,479,528 persons on Federal payrolls. This was 25,400 below the figure for the previous year and 19,600 below the July, 1962, figure.

WHAT'S NEW?

Economical Tissue For De-fogging Glass



A new safety product of interest to Teamsters is a no-fog lens cleaning tissue that removes the annoyance and hazards of steaming or fogging of drivers' eye glasses. Chemically-treated to clean and fog-proof in one operation, the tissues are inexpensive to use since they need only plain water rather than costly chemicals to work. The glass surface (lenses, windshields etc.) are merely wetted with water and then wiped with a tissue, rendering them clean and fog-proofed for days. The tissues may also be used dry for plain cleaning or polishing.

Chemicals in the tissues are harmless to the skin and nonabrasive, may be used on glass or plastic, are ample sized (4½ inches by 10¾ inches) and are economical. They are available in one-at-a-time boxes or light and heavy duty holders complete with water spray bottles.

Rust Penetrant and Silicone Lubricant

A nationally-known manufacturer of engine additives is offering a new rust penetrant and silicone lubricant, each packed as aerosol sprays. It is claimed that the rust penetrant loosens anything rusted, softens lacquer and shellac, won't damage rubber or synthetic

rubber. Features of the silicone lubricant include that it rustproofs and lubricates tools, locks, bolt and screw threads etc., as well as protecting chrome on vehicles.

Steel Guard Protects Truck Clearance Light

A 14-gauge cadmium-plated steel guard protects a new armoured clearance light from breakage and the guard is available in two-way and three-way light designs. Further protection is provided by the fact that the lenses are milled into the heavy milled tee.

Temporary Desk on Steering Wheel

Drivers with route operation will find a new "desk" that fits over their steering wheel a great help as a temporary writing surface. Featuring vinyl-covered aluminum brackets that fit over the wheel, the desk unclips and fits under the seat when not in use. Formed of wood-grained plastic and with a ledge across the bottom to prevent slippage, the steering wheel desk measures 17½ by 11¾ inches.

Rubber-based Sealer For Glass, Aluminum

For the sealing of miters, butt joints and seams or repairing leaks in aluminum trailers, a new glass and aluminum sealer is available. The new aluminum-colored, rubber-base sealer is quick-drying, flexible and weather-resistant and adheres well to metal or glass.

Clip-On Tire Chains Fit Permanent Mounting

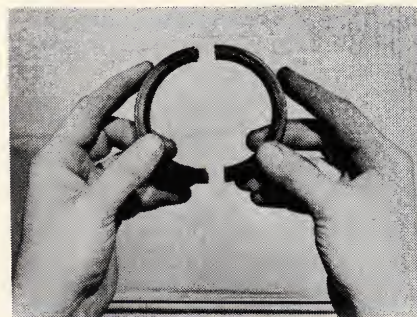
In time for early winter storms comes a new clip-on tire chain designed for autos and light trucks. The chains fasten onto the rim of the wheel and the number of chains used can vary with the condition of the highway. An added feature consists

of the permanent mounting of the rim clips; the chain assembly is attached whenever needed. The chains come in three sizes that fit all American and foreign cars.

Aluminum Tape Seals Trailer Leaks

A New York firm is offering a pressure-sensitive aluminum foil tape that prevents cargo spoilage by sealing leaks and punctures in truck or trailer bodies. Available in widths of 2 and 3 inches, it is packaged in 20-yard rolls.

Positive Seal Stops Bearing Oil Leaks



This two-piece, lip-type seal has been developed in Chicago to prevent leaking oil from the rear main bearings of automotive engines. By fitting two half-sections around the crankshaft and tightening them together, a positive seal is obtained. Precision molded to close tolerances, it is made of oil-resistant rubber for long, efficient service.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

Proof

If you have no enemies, it is a sure sign that success has passed you by.

No Smarts

A youngster in school showed every promise, except that he always mixed his past participles. After saying, "I have wrote," the teacher explained to him how wrong it was, and told him to write "I have written" 100 times.

The lines were left on the teacher's desk with the note:

"I have wrote 'I have written' 100 times, like you told me, and now I have went home."

Uniform Debate

A soldier parked an army jeep and started walking down the street. A policeman called after him: "Hey, buddy, drop a nickel in that parking meter."

"Put one in yourself," the GI yelled back. "That jeep belongs to you as much as it does to me."

God Bless Little Willie!

Trying to rest after an exceedingly hard day, poor father was being bedeviled by an endless stream of unanswerable questions from little Willie.

"What do you do down at the office?" queried the youngster.

"Nothing," shouted the father.

It looked as if the boy had been shut up for a while, but not for long. After a thoughtful pause, Willie asked, "Pop, how do you know when you're through?"

Censored

A track foreman received the following memo from a workman: "I shall be sending an accident report form about Casey's foot, which he struck with a sledgehammer. Now, under 'Remarks,' do you want mine or Casey's?"

Flea Appeal

Slim says that ever since he went to the flea circus he's had the feeling that one of the lady performers got stuck on him.

Page Anne Oakley

An FBI marksman passed thru a small town and saw evidence of amazing shooting. On trees, walls, fences and barns were numerous bulls eyes with the bullet holes in the exact center. He asked to meet the remarkable marksman.

The man turned out to be the village idiot. "This is the most wonderful marksmanship I've ever seen," said the FBI man. "How in the world do you do it?"

"Easy as pie, I shoot first and draw the circle afterwards."

Touche, Fatty!

A fat man bumped into a lean one. "From the looks of you," said the fat one belligerently, "there must have been a famine."

"And from the looks of you," retorted the lean one, "you're the guy who caused it."

Editorial Opinion

Then there was the country editor who finally wearied of all the hue and cry that followed each of his editorial blasts. This week, he decided to duck all the public issues, so he simply reprinted the Ten Commandments. Next day, he got a note from an angry subscriber, saying: "Cancel my subscription . . . You're getting too personal!"

Logical?

Emerging from the beauty shop resplendent in a new coiffeur, a woman was confronted by a neighbor.

"Why, Margie," said the neighbor, "what did you do to your hair? It looks like a wig."

"It is a wig," Margie replied.

"Well, my goodness," said the neighbor, "I'd never have known it."

P.S.

Enraged because her husband left his money to someone else, a widow went to the monument maker to have the inscription on his tombstone changed.

"Sorry," said the man, "but you ordered 'Rest in Peace' and it can't be changed now."

"Well," said the widow, "just add underneath it, 'Till We Meet Again'."

The Salesman

A letter, obviously written by an illiterate salesman to the manager of his home office, read as follows:

"Dear Boss: I just seen this outfit which an't never bought a dime's worth of nothing from us and I sole them a couple hundred dollars worth of guds. I am on my way to Chawgo."

Two days later a second letter arrived:

"I cum here and I sole them 40 thosend dollars worth."

Both letters were posted on the bulletin board with this note from the president:

"We been spendin too much time hear trying to spel, instead of sel. Let's watch those sails. I want every-boddy should reed these letters from Joe, who is on the rode doin a grate job and you should go out and do like he done."

Only Destination

Miss Frost: "Before we drive any further I want you to understand that I don't flirt, so don't try to hold my hand or kiss me: Is that clear?"

"Yes."

Miss Frost: "Now that that's settled, where shall we go?"

"Home."

The Truth Hurts

The Wall St. Journal relates the young clerk was being lectured by his boss. "Now don't forget," he reminded the young man, "the customer is always right."

It wasn't long before the boss noticed customers entering his store and leaving immediately without purchasing anything.

"What's wrong?" he demanded. "Why aren't the people buying?"

"Well," answered the honest youth, "they all say the prices are too high, and I tell them they are right."

FIFTY YEARS AGO

in Our Magazine

Vol. XI

(From the September, 1914, issue of the TEAMSTER)

Number 8

Woe to the Wealthy

Powdered Flunkeys, Gingerbread Coaches

"The powdered flunkeys, the ginger-bread coaches, the pantomime processions, the trumpet orders and fatuous titles; are they any nobler or more sensible than the paint, the tom-toms and the Brummagem jewels of darkest Africa?"

These words from Robert Blatchford's article entitled "Not Guilty" graphically points out that the greatness of any nation does not lie in its wealth and power, but in the character of its men and women.

"What is it most men strive for?" Blatchford asks. "Wealth and fame. These are prizes for little men, not for big men. They are prizes that often inflict untold misery in the winning, and are nearly always a curse to the winner. Vice and crime are fostered by luxury and idleness on the one hand, and by ignorance on the other hand. The poor are poor that the rich may be rich, and the riches and poverty are a curse to both," Blatchford wrote.

CORRESPONDENCE

The attitude in America of many of its citizens about the war in Europe is one of "hands off." A letter from a Brooklyn member is typical. In his letter, the member urged that every trade unionist exert their utmost influence on our Congress that our commerce and ships not be interfered with on the high seas "because of some fight between the crowned heads of Europe." The writer sees the conflict in Europe as a result of the terrible crime of monarchy and that we American citizens should always use the slogan, "America First."

War In Europe Cuts Travel Abroad

OCEAN TRAVEL.

NOTICE!

TRAVELLERS intending to embark on the Atlantic voyage are reminded that a state of war exists between Germany and her allies and Great Britain and her allies; that the zone of war includes the waters adjacent to the British Isles; that, in accordance with formal notice given by the Imperial German Government, vessels flying the flag of Great Britain, or of any of her allies, are liable to destruction in those waters and that travellers sailing in the war zone on ships of Great Britain or her allies do so at their own risk.

IMPERIAL GERMAN EMBASSY,
WASHINGTON, D. C., APRIL 22, 1915.

OCEAN TRAVEL.

CUNARD



EUROPE VIA LIVERPOOL
LUSITANIA

Fastest and Largest Steamer
now in Atlantic Service Sails
SATURDAY, MAY 1, 10 A. M.

Transylvania - Fri., May 7, 5 P.M.
Orduna, - - - Tues., May 18, 10 A.M.
Tuscania, - - - Fri., May 21, 5 P.M.
LUSITANIA, - Sat., May 29, 10 A.M.
Transylvania, - Fri., May 4, 5 P.M.

Ironically, the ads above appeared side by side in the New York Times on April 22, 1915. The ad on the left, placed by the German Embassy, warned American travellers headed for Great Britain that they were in danger of being sunk. The other ad announced the sailing schedule of the Lusitania. The ship left New York May 1 and was sunk off the Irish coast May 7 with the loss of 1,198 lives, including 124 Americans.

Wanted: Better Educated Rank-and-File

The longer we study the labor movement, the stronger we are impressed with the necessity of education. Education is the real foundation of the labor movement. Education will give it permanency and our efforts will give permanent results.

Too many members fail to understand that unions have their limitations, that there are many things over which we have no control. They really imagine that because we are organized that we can settle everything that may occur. Some think that we can force employers to keep them when they, the members, are at fault.

Many employes have a belly-ache against their employer; they want the union to cure it.

They make a mistake. They should call a doctor. Quite a number have personal grievances against an employer and will resort to all kinds of tricks to get the union to take it up. Whenever any grievances are reported, it becomes the duty of the local union to appoint a good committee to thoroughly investigate the trouble and to guard its actions carefully so that justice and fairness shall be done to all. If our members are at fault or in error, do not be afraid to so decide. Do not be prejudiced or narrow minded. Decide all questions on their merits. Education will give you a breadth of that and a new understanding of the labor movement.

Supply of Immigrant Workers Also Drops

Reports from New York City show a startling drop in steerage passengers from abroad for the year. Up to last week (August 18 when the report was received) steerage passengers totaled only 300,069.

Should the war continue any length of time, the impression prevails that unskilled labor will be at a premium for some time to come.

Already the heads of corporations employing large forces of laborers, contractors and city officials engaged in public work are worried over the effects of the European war on the labor market. It is generally conceded that immigration for a year or more will be seriously affected, working hardships on that class of laboring men in Europe who are most needed here for subway and other construction work.

Our sympathy goes out to the "worried heads" of corporations who are about to witness the novel and most unpleasant experience of seeing their cheap labor supply diminish to insignificant numbers. Really, the situation is most alarming when considered from the point of view of the smug gentlemen who have for years been the sole beneficiaries of virtually unrestricted immigration.

To the worker in this country who is without a job, the European war seems like a blessing in disguise—but it will not last long. No doubt, as soon as the war is over all the corporate heads will see to it that the influx of cheap labor is renewed, possibly with even greater vigor.



**DON'T LOSE
YOUR GRIP
ON
FREEDOM**

**REGISTER
and VOTE**

DRIVE



**Check Your Local Registration Deadline
And Be Sure To Vote November 3rd**